

National Testing Agency

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Organisation Behaviour

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Organisation Behaviour-1

Section Id :	603489300
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Number of Questions :	100
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Enable Mark as Answered Mark for Review and Clear Response :	Yes
Sub-Section Number :	1
Sub-Section Id :	603489538
Question Shuffling Allowed :	Yes

Question Number : 1 Question Id : 60348914460 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The aim of the Organisational Behaviour is to evaluate the following resources in an organization:

1. Physical resources
2. Human resources
3. Physical as well as Human resources
4. Neither Physical nor Human resources

Options :

- 60348954297. 1
- 60348954298. 2
- 60348954299. 3
- 60348954300. 4

Question Number : 2 Question Id : 60348914461 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following statements is wrong?

1. Human behavior is caused
2. Organizations are social system
3. Mutuality of interest is not important
4. Every individual is unique

Options :

60348954301. 1

60348954302. 2

60348954303. 3

60348954304. 4

Question Number : 3 Question Id : 60348914462 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

"There are no uniform set of rules and methods for managing the behavior in the organization". This postulate was given by which approach:

1. Human Resource Approach
2. System's Approach
3. Productivity Approach
4. Contingency Approach

Options :

60348954305. 1

60348954306. 2

60348954307. 3

60348954308. 4

Question Number : 4 Question Id : 60348914463 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Four major dimensions that influence the organization behavior are:

1. Individual, organization, group, gender
2. Individual, group, organization, environment
3. Group, gender, environment, organization
4. Group, environment, organization, gender

Options :

60348954309. 1

60348954310. 2

60348954311. 3

60348954312. 4

Question Number : 5 Question Id : 60348914464 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not correct about Organizational Behavior?

1. Organizational Behavior is an integral part of the management
2. Organizational Behavior is a disciplinary approach
3. Organizational Behavior helps in analysis of behavior
4. Organizational Behavior is goal-oriented

Options :

60348954313. 1

60348954314. 2

60348954315. 3

60348954316. 4

Question Number : 6 Question Id : 60348914465 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The term 'psychology' is derived from the _____ word 'psyche' which means soul or spirit.

1. Latin
2. Greek
3. French
4. None of these is correct

Options :

60348954317. 1

60348954318. 2

60348954319. 3

60348954320. 4

Question Number : 7 Question Id : 60348914466 Question Type : MCQ Option Shuffling : No Is

Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Anthropology is the study of:

1. Human mind
2. Social Behavior
3. Culture
4. Power and politics

Options :

60348954321. 1

60348954322. 2

60348954323. 3

60348954324. 4

Question Number : 8 Question Id : 60348914467 Question Type : MCQ Option Shuffling : No Is

Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following disciplines does not contribute to the study of group behavior?

1. Sociology
2. Engineering
3. Social Psychology
4. Anthropology

Options :

60348954325. 1

60348954326. 2

60348954327. 3

60348954328. 4

Question Number : 9 Question Id : 60348914468 Question Type : MCQ Option Shuffling : No Is

Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

A manager with good _____ skills can make the workplace more pleasant.

1. Communication
2. Knowledge
3. Experience
4. Interpersonal skills

Options :

60348954329. 1

60348954330. 2

60348954331. 3

60348954332. 4

**Question Number : 10 Question Id : 60348914469 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

The managerial role of a manager does not include:

1. Interpersonal role
2. Informational role
3. Decisional role
4. Political role

Options :

60348954333. 1

60348954334. 2

60348954335. 3

60348954336. 4

**Question Number : 11 Question Id : 60348914470 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Disturbance handles and negotiators are characteristics of following managerial role:

1. Decisional role
2. Figurehead role
3. Informational role
4. Leadership role

Options :

60348954337. 1

60348954338. 2

60348954339. 3

60348954340. 4

Question Number : 12 Question Id : 60348914471 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

"Planning, organizing, leading, and controlling are four major functions of a manager". This was suggested by:

1. Mintzberg
2. Herzberg
3. Henry Fayol
4. Peter Drucker

Options :

60348954341. 1

60348954342. 2

60348954343. 3

60348954344. 4

Question Number : 13 Question Id : 60348914472 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Some of the Organizational Behavior challenges include the following except:

1. Reinforcing the importance of traditional methods of management
2. Offering specific insights to improve interpersonal and people skills
3. Facilitates employees to cope and survive in a continuously changing world
4. Facilitating the improvement in quality and employees productivity

Options :

60348954345. 1

60348954346. 2

60348954347. 3

60348954348. 4

Question Number : 14 Question Id : 60348914473 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The increasing number of dual-career couples at the workplace is a new challenge for organizational behavior. This is studied under:

1. Workforce diversity
2. Changing demographic profile
3. Globalization
4. None of these is correct

Options :

60348954349. 1

60348954350. 2

60348954351. 3

60348954352. 4

Question Number : 15 Question Id : 60348914474 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Every individual sets his goal. He also knows that a specific _____ will help him achieve the goal.

1. Process
2. Behaviour
3. Event
4. Day

Options :

60348954353. 1

60348954354. 2

60348954355. 3

60348954356. 4

Question Number : 16 Question Id : 60348914475 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Intergroup conflict refers to:

1. Conflict among different individuals
2. Conflict among different organizations
3. Conflict within a group
4. Conflict between two or more groups

Options :

60348954357. 1

60348954358. 2

60348954359. 3

60348954360. 4

Question Number : 17 Question Id : 60348914476 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Perception is a:

1. Physical process
2. Social process
3. Psychological process
4. Physiological Process

Options :

60348954361. 1

60348954362. 2

60348954363. 3

60348954364. 4

Question Number : 18 Question Id : 60348914477 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Characteristic of the formal group includes:

1. Grapevine
2. Comes into existence as per the social needs of the individuals
3. Created deliberately and possess a specific structure
4. Random selection of members

Options :

60348954365. 1

60348954366. 2

60348954367. 3

60348954368. 4

Question Number : 19 Question Id : 60348914478 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Majority of the OB models are designed on the basis of which theory:

1. Hygiene Theory
2. Need Hierarchy Theory
3. Equity Theory
4. Theory X and Theory Y

Options :

60348954369. 1

60348954370. 2

60348954371. 3

60348954372. 4

Question Number : 20 Question Id : 60348914479 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following forms the basis of autocratic model of OB?

1. Obedience
2. Authority
3. Power
4. Dependence upon boss

Options :

60348954373. 1

60348954374. 2

60348954375. 3

60348954376. 4

Question Number : 21 Question Id : 60348914480 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

One of the characteristics of collegial model is:

1. Authority
2. Money
3. Participation
4. Teamwork

Options :

60348954377. 1

60348954378. 2

60348954379. 3

60348954380. 4

Question Number : 22 Question Id : 60348914481 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ was a young Welsh factory owner was one of the firsts to emphasize the human needs of employees. He refused to employ children.

1. Andrew Ure
2. Henry Ford
3. Robert Owen
4. Chester Bernard

Options :

60348954381. 1

60348954382. 2

60348954383. 3

60348954384. 4

Question Number : 23 Question Id : 60348914482 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Classic approach includes the following:

1. Scientific management theory
2. Bureaucratic model
3. Administrative theory
4. All of these theories

Options :

60348954385. 1

60348954386. 2

60348954387. 3

60348954388. 4

**Question Number : 24 Question Id : 60348914483 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Which of the following is not a characteristic of principles of management?

1. Centralization
2. Unity of command
3. Team work
4. Rigid policies and procedures

Options :

60348954389. 1

60348954390. 2

60348954391. 3

60348954392. 4

**Question Number : 25 Question Id : 60348914484 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Max Weber's Bureaucratic Model was criticized because:

1. It led to excessive delays in the decision making.
2. It violated the principle of unity of command.
3. It discouraged team work.
4. There was no emphasis on policies and procedures.

Options :

60348954393. 1

60348954394. 2

60348954395. 3

60348954396. 4

Question Number : 26 Question Id : 60348914485 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Hawthorne studies is related to which stage of the organizational behavior evolution?

1. Human Relations management
2. Industrial Revolution
3. Scientific Management
4. Organization Behavior

Options :

60348954397. 1

60348954398. 2

60348954399. 3

60348954400. 4

Question Number : 27 Question Id : 60348914486 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Behavioral science approach believes that an organization is:

1. A social system
2. A technical system
3. A socio-technical system
4. A unique entity

Options :

60348954401. 1

60348954402. 2

60348954403. 3

60348954404. 4

Question Number : 28 Question Id : 60348914487 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

OB is a field of study backed by _____ associated with growing concern for people at workplace:

1. Theory
2. Research
3. Application
4. All of the options are correct

Options :

60348954405. 1

60348954406. 2

60348954407. 3

60348954408. 4

Question Number : 29 Question Id : 60348914488 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

OB is a/an:

1. Science
2. Art
3. Both, science as well as art
4. Neither science nor art

Options :

60348954409. 1

60348954410. 2

60348954411. 3

60348954412. 4

Question Number : 30 Question Id : 60348914489 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Purpose of the research includes:

1. Description
2. Explanation
3. Prediction
4. All of these

Options :

60348954413. 1

60348954414. 2

60348954415. 3

60348954416. 4

Question Number : 31 Question Id : 60348914490 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

A variable that is free from the effect of any other variable is known as:

1. Dependent variable
2. Moderating variable
3. Independent variable
4. Hypothetical variable

Options :

60348954417. 1

60348954418. 2

60348954419. 3

60348954420. 4

Question Number : 32 Question Id : 60348914491 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Popular research methods in OB exclude:

1. Meta analysis
2. Field study
3. Laboratory studies
4. Financial analysis

Options :

60348954421. 1

60348954422. 2

60348954423. 3

60348954424. 4

Question Number : 33 Question Id : 60348914492 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ is not a Hofstede's cultural dimension:

1. Power distance
2. Uncertainty avoidance
3. Internal vs. external environment
4. Masculinity vs. Femininity

Options :

60348954425. 1

60348954426. 2

60348954427. 3

60348954428. 4

Question Number : 34 Question Id : 60348914493 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Ethnocentric problems are communicating problems faced:

1. Within single culture
2. Across different cultures
3. Within single as well across different cultures
4. Neither within single nor across different cultures

Options :

60348954429. 1

60348954430. 2

60348954431. 3

60348954432. 4

Question Number : 35 Question Id : 60348914494 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

To make leadership effective at transnational level, a manager needs to:

1. Give up traditional leadership style
2. Learn foreign culture
3. Encourage routine interaction with colleagues, subordinates and clients in foreign land
4. All of these are correct

Options :

60348954433. 1

60348954434. 2

60348954435. 3

60348954436. 4

Question Number : 36 Question Id : 60348914495 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which best describes Max Weber?

1. He invented bureaucracy
2. He was a manager who developed the use of bureaucracy in his factory
3. As a sociologist, he observed the effects of bureaucracy in society
4. None of these is correct

Options :

60348954437. 1

60348954438. 2

60348954439. 3

60348954440. 4

Question Number : 37 Question Id : 60348914496 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

A principle that is at work in the stimulus organization and recognition stages of perception is:

1. Perceptual inference
2. Continuity
3. The use of schema
4. None of these

Options :

60348954441. 1

60348954442. 2

60348954443. 3

60348954444. 4

Question Number : 38 Question Id : 60348914497 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is the top-down factor that affects attention and selection?

1. Personality
2. Novelty
3. Familiarity
4. Colour

Options :

60348954445. 1

60348954446. 2

60348954447. 3

60348954448. 4

Question Number : 39 Question Id : 60348914498 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is true about the perception of an object?

1. Objects are considered in isolation
2. As someone walks towards us, we tend to perceive that he increases in size
3. We infer the object's identity on the basis of incomplete information
4. The context in which an object appears has no influence on its identification

Options :

60348954449. 1

60348954450. 2

60348954451. 3

60348954452. 4

**Question Number : 40 Question Id : 60348914499 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Stereotyping is:

1. Assuming that if a person has one trait, he automatically has other traits
2. Making a prophecy which then comes true
3. Assuming that a person automatically has a number of attributes because he/she is a member of a particular group
4. A sign of prejudice

Options :

60348954453. 1

60348954454. 2

60348954455. 3

60348954456. 4

**Question Number : 41 Question Id : 60348914500 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

When attribution is made about a person:

1. He is heavily criticized
2. He is strongly praised
3. A cause is imputed for his actions
4. None of these

Options :

60348954457. 1

60348954458. 2

60348954459. 3

60348954460. 4

Question Number : 42 Question Id : 60348914501 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The sum total of ways in which an individual reacts to and interact with others is termed as:

1. Moods
2. Values
3. Personality
4. Attitudes

Options :

60348954461. 1

60348954462. 2

60348954463. 3

60348954464. 4

Question Number : 43 Question Id : 60348914502 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The most popular typology of personality traits is:

1. Hofstede cultural profile
2. Holland Code
3. Big Five Model
4. Myers Briggs Type Indicator

Options :

60348954465. 1

60348954466. 2

60348954467. 3

60348954468. 4

Question Number : 44 Question Id : 60348914503 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ is the degree to which individuals like / dislike themselves, whether they see themselves as capable and effective, and whether they feel they are in control of their environment:

1. Emotional bias
2. Machiavellianism
3. Job satisfaction
4. Core self-evaluation

Options :

60348954469. 1

60348954470. 2

60348954471. 3

60348954472. 4

Question Number : 45 Question Id : 60348914504 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

An individual who is able to adjust his behavior to external factors is a high:

1. Machiavellianism
2. Type A
3. Locus of control
4. Self-monitor

Options :

60348954473. 1

60348954474. 2

60348954475. 3

60348954476. 4

Question Number : 46 Question Id : 60348914505 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

"Cognitive theory" of learning was given by:

1. Skinner
2. Pavlov
3. Tolman
4. Piaget

Options :

60348954477. 1

60348954478. 2

60348954479. 3

60348954480. 4

Question Number : 47 Question Id : 60348914506 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ developed social learning theory into a more comprehensive social cognitive theory.

1. Bandura
2. Luthans
3. Sinner
4. Pavlov

Options :

60348954481. 1

60348954482. 2

60348954483. 3

60348954484. 4

**Question Number : 48 Question Id : 60348914507 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Bandura identified _____ basic human capabilities as a part of Social Cognitive Theory.

1. 4
2. 3
3. 5
4. 6

Options :

60348954485. 1

60348954486. 2

60348954487. 3

60348954488. 4

**Question Number : 49 Question Id : 60348914508 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

___ is our perception of one personality trait influences how we view a person's entire personality.

1. Perception
2. Halo effect
3. Stereotype
4. Individual personality

Options :

60348954489. 1

60348954490. 2

60348954491. 3

60348954492. 4

**Question Number : 50 Question Id : 60348914509 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Anything that both increases the strength of response and tends to induce repetitions of the desired behavior is known as:

1. Cognitive learning
2. Reinforcement
3. Avoidance
4. Extinction

Options :

60348954493. 1

60348954494. 2

60348954495. 3

60348954496. 4

**Question Number : 51 Question Id : 60348914510 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

What role did the meat play in Pavlov's experiment with dogs?

1. An unconditioned response Avoidance
2. A conditioned stimulus
3. A conditioned response
4. Unconditioned cognitive learning

Options :

60348954497. 1

60348954498. 2

60348954499. 3

60348954500. 4

Question Number : 52 Question Id : 60348914511 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Shared organization values are :

1. Unconscious, affective desires that guide society's behaviour
2. Influenced by international values
3. Different for various components of diverse workforce
4. A myth

Options :

60348954501. 1

60348954502. 2

60348954503. 3

60348954504. 4

Question Number : 53 Question Id : 60348914512 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Ultimate goals that a person would strive to achieve in his lifetime are known as:

1. Terminal values
2. Instrumental values
3. Social values
4. Situational values

Options :

60348954505. 1

60348954506. 2

60348954507. 3

60348954508. 4

Question Number : 54 Question Id : 60348914513 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Various sources of values are:

1. Family
2. Religious institutions
3. Culture
4. All of the options are correct

Options :

60348954509. 1

60348954510. 2

60348954511. 3

60348954512. 4

Question Number : 55 Question Id : 60348914514 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Allport, Vernon and Lindzey are known for their contribution in

1. OB Models
2. Motivation
3. Classification of values
4. Learning

Options :

60348954513. 1

60348954514. 2

60348954515. 3

60348954516. 4

Question Number : 56 Question Id : 60348914515 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

If attitudes and behaviors are inconsistent, individuals will most likely:

1. Change their behavior
2. Change their attitude
3. Change their either attitude or behavior
4. Do nothing

Options :

60348954517. 1

60348954518. 2

60348954519. 3

60348954520. 4

Question Number : 57 Question Id : 60348914516 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ describes a positive feeling about your job resulting from an evaluation of its characteristics:

1. Enlargement
2. Satisfaction
3. Engagement
4. Involvement

Options :

60348954521. 1

60348954522. 2

60348954523. 3

60348954524. 4

Question Number : 58 Question Id : 60348914517 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Term that refers to an individual's involvement with, satisfaction with and the enthusiasm for the work he does is:

1. Employee engagement
2. Normative commitment
3. Cognitive support
4. Job enrichment

Options :

60348954525. 1

60348954526. 2

60348954527. 3

60348954528. 4

Question Number : 59 Question Id : 60348914518 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

When an employee feels obligation to remain in the organization for ethical or moral reasons, the term used is:

1. Normative commitment
2. Affective commitment
3. Continuance commitment
4. None of the above

Options :

60348954529. 1

60348954530. 2

60348954531. 3

60348954532. 4

Question Number : 60 Question Id : 60348914519 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is a method of measuring attitude?

1. Opinion survey
2. Interview
3. Scaling techniques
4. MCQ based tests

Options :

60348954533. 1

60348954534. 2

60348954535. 3

60348954536. 4

Question Number : 61 Question Id : 60348914520 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

"A person's initial attitude towards an object provides standards or reference points against which he evaluates other opinions". This is

1. Social Judgment Theory
2. Functional Theory
3. Cognitive Dissonance Theory
4. None of these is correct

Options :

60348954537. 1

60348954538. 2

60348954539. 3

60348954540. 4

Question Number : 62 Question Id : 60348914521 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ refers to the process of adding an issue in the main issue:

1. Differentiation
2. Bolstering
3. Transcendence
4. Denial

Options :

60348954541. 1

60348954542. 2

60348954543. 3

60348954544. 4

Question Number : 63 Question Id : 60348914522 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ is the process that accounts for an individual's intensity, direction, and persistence not efforts towards attaining a goal:

1. Perception
2. Cooperation
3. Motivation
4. Affect

Options :

60348954545. 1

60348954546. 2

60348954547. 3

60348954548. 4

Question Number : 64 Question Id : 60348914523 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which is not a dimension in Maslow's Needs Hierarchy?

1. Ego
2. Physiological
3. Safety
4. Esteem

Options :

60348954549. 1

60348954550. 2

60348954551. 3

60348954552. 4

Question Number : 65 Question Id : 60348914524 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which theory is an extension of Maslow's Needs Hierarchy?

1. Two Factor
2. Theory X
3. Theory Y
4. ERG Theory

Options :

60348954553. 1

60348954554. 2

60348954555. 3

60348954556. 4

Question Number : 66 Question Id : 60348914525 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following comment was made by the theory X manager?

1. Employees dislike work
2. Employees will exercise discretion
3. The average person will seek responsibility
4. Employees can view work as natural as play

Options :

60348954557. 1

60348954558. 2

60348954559. 3

60348954560. 4

Question Number : 67 Question Id : 60348914526 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is a motivational factor as per Herzberg's Hygiene theory?

1. Quality of supervision
2. Recognition
3. Pay
4. Relationship with others

Options :

60348954561. 1

60348954562. 2

60348954563. 3

60348954564. 4

Question Number : 68 Question Id : 60348914527 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following theories propose that behavior is a function of its consequences?

1. Equity
2. Reinforcement
3. Goal setting
4. Expectancy

Options :

60348954565. 1

60348954566. 2

60348954567. 3

60348954568. 4

Question Number : 69 Question Id : 60348914528 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following theories makes the assumption that people will compare their job inputs and outcomes with those of others and then respond to eliminate perceived inequalities?

1. Equity
2. Reinforcement
3. Goal setting
4. Expectancy

Options :

60348954569. 1

60348954570. 2

60348954571. 3

60348954572. 4

**Question Number : 70 Question Id : 60348914529 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

According to expectancy theory, which of the following factors leads to a good performance?

1. An individual must have the requisite ability to perform
2. Performance appraisal system must be perceived as fair
3. Rewards must be desirable to the employee
4. All of these are correct

Options :

60348954573. 1

60348954574. 2

60348954575. 3

60348954576. 4

**Question Number : 71 Question Id : 60348914530 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Which one is not a Process-Based Theory of motivation?

1. Porter Lawler Theory
2. McClelland's Theory
3. Stacy Adam's Theory
4. Vroom's Equity Theory

Options :

60348954577. 1

60348954578. 2

60348954579. 3

60348954580. 4

Question Number : 72 Question Id : 60348914531 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Goal setting theory is pioneered by:

1. Stacy Adams
2. Charms
3. Edwin Locke
4. FW Taylor

Options :

60348954581. 1

60348954582. 2

60348954583. 3

60348954584. 4

Question Number : 73 Question Id : 60348914532 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Employees with relatively weak higher-order needs are _____ concerned with variety and autonomy:

1. Less
2. More
3. Very
4. Extremely

Options :

60348954585. 1

60348954586. 2

60348954587. 3

60348954588. 4

**Question Number : 74 Question Id : 60348914533 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Factors responsible for job satisfaction are:

1. Wages
2. Chances of promotion
3. Organizational policies
4. All of these are correct

Options :

60348954589. 1

60348954590. 2

60348954591. 3

60348954592. 4

**Question Number : 75 Question Id : 60348914534 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Exit, voice, loyalty and neglect are responses to:

1. Job satisfaction
2. Job dissatisfaction
3. Job satisfaction as well as Job dissatisfaction, both
4. Neither Job satisfaction nor Job dissatisfaction

Options :

60348954593. 1

60348954594. 2

60348954595. 3

60348954596. 4

Question Number : 76 Question Id : 60348914535 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Field of study that examines the extent to which emotions, whether positive or negative serves a purpose is known as:

1. Emotional anthropology
2. Emotional intelligence
3. Evolutionary psychology
4. None of these

Options :

60348954597. 1

60348954598. 2

60348954599. 3

60348954600. 4

Question Number : 77 Question Id : 60348914536 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Through _____, an individual hides inner feelings by modifying facial expressions:

1. Dissonance
2. Deep acting
3. Displayed emotions
4. Surface acting

Options :

60348954601. 1

60348954602. 2

60348954603. 3

60348954604. 4

Question Number : 78 Question Id : 60348914537 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ is one's ability to detect and manage emotional cues and information:

1. Emotional labour
2. Emotional dissonance
3. Emotional intelligence
4. Cognitive dissonance

Options :

60348954605. 1

60348954606. 2

60348954607. 3

60348954608. 4

Question Number : 79 Question Id : 60348914538 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Choose the correct statement:

1. There is no biological component to emotional intelligence
2. Emotional intelligence is distinct from intelligence and personality
3. Emotional intelligence correlates moderately with job performance
4. There are many standardized measures of emotional intelligence

Options :

60348954609. 1

60348954610. 2

60348954611. 3

60348954612. 4

Question Number : 80 Question Id : 60348914539 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

A _____ is two or more individuals , interacting and independent , who have come together to achieve certain objectives:

1. Cohesive unit
2. Taskforce
3. Group
4. Clique

Options :

60348954613. 1

60348954614. 2

60348954615. 3

60348954616. 4

Question Number : 81 Question Id : 60348914540 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following groups can cross a command relationship?

1. Task
2. Interest
3. Command
4. Informal

Options :

60348954617. 1

60348954618. 2

60348954619. 3

60348954620. 4

Question Number : 82 Question Id : 60348914541 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Five stage model of group formation was proposed by?

1. Bennis and Shepard
2. Bruce Tuckman
3. Connie Gersick
4. Peter Drucker

Options :

60348954621. 1

60348954622. 2

60348954623. 3

60348954624. 4

Question Number : 83 Question Id : 60348914542 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Groups differ in their degree of _____ to which members are attracted to each other and are motivated to stay in the group:

1. Status
2. Identity
3. Perception
4. Cohesiveness

Options :

60348954625. 1

60348954626. 2

60348954627. 3

60348954628. 4

**Question Number : 84 Question Id : 60348914543 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

The advantages of group decision making excludes the statement:

1. A group generates more complete information and knowledge
2. Group decision making saves time
3. Group leads to increased acceptance of a solution
4. Group provides diverse points of views

Options :

60348954629. 1

60348954630. 2

60348954631. 3

60348954632. 4

**Question Number : 85 Question Id : 60348914544 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

In which decision-making technique, group members meet face to face and rely on both verbal and non-verbal interaction to communicate with each other:

1. Nominal Group Technique
2. Delphi Method
3. Interacting Method
4. Compressed Technique

Options :

60348954633. 1

60348954634. 2

60348954635. 3

60348954636. 4

**Question Number : 86 Question Id : 60348914545 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

The managers of a multinational company are located in France, India, Brazil, and the United States. Which decision-making technique seems most reasonable for this group?

1. A postal service interaction
2. A brainstorming session
3. A nominal discussion
4. An electronic meeting

Options :

60348954637. 1

60348954638. 2

60348954639. 3

60348954640. 4

**Question Number : 87 Question Id : 60348914546 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

A _____ interacts primarily to share information and to make decisions to help each member perform within his area of responsibility:

1. Quality circle
2. Task group
3. Work group
4. Work team

Options :

60348954641. 1

60348954642. 2

60348954643. 3

60348954644. 4

**Question Number : 88 Question Id : 60348914547 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Teams from the same department that meet for a few hours every week to discuss ways of improving quality, efficiency and the work environment, is called:

1. Self managed work teams
2. Cross functional teams
3. Problem-solving teams
4. None of the above

Options :

60348954645. 1

60348954646. 2

60348954647. 3

60348954648. 4

**Question Number : 89 Question Id : 60348914548 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Generally speaking, the most effective teams have _____ members.

1. Three to five
2. Five to seven
3. Less than ten
4. Ten to fifteen

Options :

60348954649. 1

60348954650. 2

60348954651. 3

60348954652. 4

**Question Number : 90 Question Id : 60348914549 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

The team which includes members with expertise from different areas is called:

1. Self directed team
2. Cross-functional teams
3. Quality circles
4. Virtual teams

Options :

60348954653. 1

60348954654. 2

60348954655. 3

60348954656. 4

**Question Number : 91 Question Id : 60348914550 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

The primary level of conflict is:

1. Intrapersonal
2. Interpersonal
3. Intergroup
4. All of the above

Options :

60348954657. 1

60348954658. 2

60348954659. 3

60348954660. 4

Question Number : 92 Question Id : 60348914551 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

During communication, the sender _____ the message and sends it to receiver through a medium or channel:

1. Feedbacks
2. Decodes
3. Encodes
4. Transfers

Options :

60348954661. 1

60348954662. 2

60348954663. 3

60348954664. 4

Question Number : 93 Question Id : 60348914552 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which communication keeps the managers aware of how employees feel about their jobs?

1. Upward
2. Lateral
3. Downward
4. Emotional

Options :

60348954665. 1

60348954666. 2

60348954667. 3

60348954668. 4

Question Number : 94 Question Id : 60348914553 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ network is used by self managed work teams:

1. Wheel
2. Chain
3. All channel
4. Spoked

Options :

60348954669. 1

60348954670. 2

60348954671. 3

60348954672. 4

Question Number : 95 Question Id : 60348914554 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

In which leadership, there exists a complete centralization of authority in the leader:

1. Democratic
2. Autocratic
3. Free rein
4. Bureaucratic

Options :

60348954673. 1

60348954674. 2

60348954675. 3

60348954676. 4

**Question Number : 96 Question Id : 60348914555 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

The leadership which emphasizes on rules and regulation in an organization, is called:

1. Democratic
2. Autocratic
3. Bureaucratic
4. Laissez-faire

Options :

60348954677. 1

60348954678. 2

60348954679. 3

60348954680. 4

**Question Number : 97 Question Id : 60348914556 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Least Preferred Co-worker (LPC) model of leadership was developed by:

1. Martin Evans
2. Robert House
3. Fred Fielder
4. Whetton

Options :

60348954681. 1

60348954682. 2

60348954683. 3

60348954684. 4

Question Number : 98 Question Id : 60348914557 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not a contingency theory of leadership?

1. LPC theory
2. Path Goal theory
3. Vroom-Yetton-Jago theory
4. Job centered Leadership

Options :

60348954685. 1

60348954686. 2

60348954687. 3

60348954688. 4

Question Number : 99 Question Id : 60348914558 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The most important trait of effective leaders is:

1. Agreeableness
2. Extraversion
3. Emotional stability
4. Openness to experience

Options :

60348954689. 1

60348954690. 2

60348954691. 3

60348954692. 4

**Question Number : 100 Question Id : 60348914559 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

The most critical component of charismatic leadership is:

1. Leader's experience
2. Follower's readiness
3. A vision
4. The environment

Options :

60348954693. 1

60348954694. 2

60348954695. 3

60348954696. 4