

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

True/False

Question	The super ego acts as a censor on the individual.
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	Perceptual selection is based on
Correct Answer	Attention and Set
Your Answer	Psychological mechanism of individual

True/False

Question	Assessment of an employee's performance depends on the perception of the person who evaluates
Correct Answer	True
Your Answer	True

True/False

Question	Size of the stimulus attracts attention
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	Affiliation motives
Correct Answer	Acceptance by others
Your Answer	Acceptance by others

Multiple Choice Single Answer

Question	Rationalization
Correct Answer	Pseudo justification
Your Answer	Pseudo justification

True/False

Question	Aggression has nothing to do with emotional transference.
Correct Answer	False
Your Answer	False

Multiple Choice Single Answer

Question Safety needs are taken (looked) as

Correct Answer Future needs

Your Answer Future needs

Multiple Choice Single Answer

Question Solitary confinement is known to rupture the human

Correct Answer Psyche

Your Answer Brain

True/False

Question Theory Y people are very lazy.

Correct Answer False

Your Answer True

True/False

Question Accomplishment of goal is influenced by an individual's ability and role perception.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question The definition of work is very

Correct Answer General

Your Answer Object oriented

Multiple Choice Single Answer

Question Collegial Organization

Correct Answer Provides manager's role like partner and not leader

Your Answer Provides manager's role like partner and not leader

Multiple Choice Single Answer

Question In alarm stage the resistance is

Correct Answer Lowered

Your Answer Exhausted

Multiple Choice Single Answer

Question An atmosphere of objectivity and mutual trust can help reduce

Correct Answer Distress

Your Answer Distress

True/False

Question	Discouraging undesirable behaviour will enhance value to organizational culture.
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Correct Answer	True
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Your Answer	True
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True/False

Question	The leadership process is a function of the leader , the follower and other situational variables
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Correct Answer	True
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Your Answer	True
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True/False

Question	Democratic leaders take full authority and assume full responsibility
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Correct Answer	False
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Your Answer	True
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Multiple Choice Single Answer

Question	Illumination experiments study the effect of changed
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Correct Answer	Illumination at work
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Your Answer	Illumination at work
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Select The Blank

Question	Perception involves five sub-processes, they are _____ registration, _____ , feedback and consequences
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Correct Answer	stimulas
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Your Answer	stimulas
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Correct Answer	interpretation
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Your Answer	interpretation
-------------	----------------

Match The Following

Question	Correct Answer	Your Answer
Organizational	Behaviour	Behaviour
How Thorne	Experiments	Experiments
Goal	Achievement	Achievement
Division of	Labour	Labour
Meaningful	Relationship	Relationship

Select The Blank

Question	The multinationals which come on the Indian scene enjoyed superior _____ in terms of money _____ as well as market network.
Correct Answer	resources
Your Answer	business
Correct Answer	technology
Your Answer	resources

Select The Blank

Question	Frederick W. _____ came up with “Scientific Management”, created the interest in the _____ and the supervisor.
Correct Answer	Taylor
Your Answer	Taylor
Correct Answer	worker
Your Answer	worker

Select The Blank

Question	Reward & Punishment theory is same as _____ and _____ theory
Correct Answer	carrot
Your Answer	carrot
Correct Answer	stick
Your Answer	pole

Select The Blank

Question	Vroom _____ model fall under _____ theory
Correct Answer	expantancy
Your Answer	Process
Correct Answer	Process
Your Answer	requirement

Select The Blank

Question	Relationship between _____ and _____ need not always be direct
Correct Answer	morale
Your Answer	productivity
Correct Answer	productivity
Your Answer	satisfaction

Select The Blank

Question	High levels of _____ taking, _____ and credibility characterize an entrepreneurial culture.
Correct Answer	risk
Your Answer	risk
Correct Answer	dynamism
Your Answer	dynamism

Select The Blank

Question	Finding the most _____ sub _____ in the organization and using it as an example from which employee can learn.
Correct Answer	effective
Your Answer	fundamental
Correct Answer	culture
Your Answer	culture

Select The Blank

Question	Competing style refers to _____ and uncooperative behaviours and represents a _____ approach to inter personal conflict
Correct Answer	assertive
Your Answer	assertive
Correct Answer	win – lose
Your Answer	win – lose

Select The Blank

Question	Many _____ changes bombard the modern organization and make change _____.
Correct Answer	external
Your Answer	external
Correct Answer	inevitable
Your Answer	inevitable

Select The Blank

Question	Planning is perhaps the most _____ phase in _____ of change.
Correct Answer	crucial
Your Answer	crucial
Correct Answer	management
Your Answer	management

Multiple Choice Single Answer

Question	Minimum number of essentials to form group is
Correct Answer	Two
Your Answer	Two

Multiple Choice Single Answer

Question	Several types of communication media are available for
Correct Answer	transmitting and receiving messages
Your Answer	transmitting and receiving messages

True/False

Question	Upward communication is more prevalent than downward communication
Correct Answer	False
Your Answer	True

Match The Following

Question	Correct Answer	Your Answer
Problem solving teams	Cost problems	Cost problems
Self managed teams	Task rotation	Task rotation
Virtual team	Information technology	Information technology
Forming stage	Initial stage	Initial stage
Norming stage	Norms established	Norms established

Multiple Choice Multiple Answer

Question	Frederick W – Taylor developed
Correct Answer	Wage payment plans , Internal parity of wages , External parity of wages
Your Answer	Wage payment plans , Non Financial incentives

Multiple Choice Multiple Answer

Question	Scientific management movement
Correct Answer	Frederick W. Taylor , Supervisory training , Financial incentives
Your Answer	Frederick W. Taylor , Herzberg theory

Multiple Choice Multiple Answer

Question	Internal Set factors are
Correct Answer	Motivation and interest , Learning

Your Answer Motivation and interest , Learning

Multiple Choice Multiple Answer

Question Mismatch between personality and organization may lead to

Correct Answer Low morale and job satisfaction , Confusion and chaos , Loss of interest by members in organization

Your Answer Loss of interest by members in organization

Multiple Choice Multiple Answer

Question Defence Mechanism

Correct Answer Fantasy , Rationalization , Aggression

Your Answer Rationalization , Aggression

Multiple Choice Multiple Answer

Question Music

Correct Answer Effects on attitude , Improves morale , Increases production

Your Answer Effects on attitude , Improves morale , Increases production

Multiple Choice Multiple Answer

Question Styles of leadership

Correct Answer Autocratic , Democratic , Free rein

Your Answer Autocratic , Free rein

Multiple Choice Multiple Answer

Question To identify problems for management change manager needs to ask

Correct Answer What is problem , How to solve the problem , When to solve the problem

Your Answer What is problem , How to solve the problem , When to solve the problem

Multiple Choice Multiple Answer

Question Communication can be

Correct Answer vertical , horizontal , diagonal

Your Answer vertical , horizontal , diagonal

Multiple Choice Multiple Answer

Question Fight or flight mechanism

Correct Answer Raised pulse , Rapid breathing , Dilated pupils

Your Answer Raised pulse , Rapid breathing , Dilated pupils

Multiple Choice Multiple Answer

Question General adaptation syndrome

Correct Answer Alarm reaction , Resistance reaction , State of exhaustion

Your Answer Alarm reaction , Resistance reaction , State of exhaustion

Multiple Choice Multiple Answer

Question Stress results in

Correct Answer Physical deviations , Psychological deviations , Behavioural deviations

Your Answer Physical deviations , Psychological deviations , Behavioural deviations

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Match The Following

Question	Correct Answer	Your Answer
Theory X	Autocratic organization	Autocratic organization
Paternalistic attitude	Custodial organization	Custodial organization
Participation	Supportive organization	Supportive organization
Scientific and professional employees	Collegial organization	Collegial organization

Multiple Choice Single Answer

Question	Organization with a strong culture has
Correct Answer	Practices that include employee participation
Your Answer	Practices that include employee participation

Select The Blank

Question	In older days employees were referred to as _____
Correct Answer	Hands
Your Answer	Hands

True/False

Question	Any change occurring in our life is a reason to get stressed.
Correct Answer	True
Your Answer	False

Select The Blank

Question	Individual initiative, flexibility and freedom are encouraged in _____ culture.
Correct Answer	entrepreneurial
Your Answer	entrepreneurial

Select The Blank

Question	As per the fundamental concepts of Organizationl Behaviour _____ states that every person in an organization should be respected.
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Correct Answer Human dignity

Your Answer Human dignity

Select The Blank

Question Job _____ is an individual phenomenon.

Correct Answer Satisfaction

Your Answer Satisfaction

True/False

Question Morale represents the integration of an individual with the team and ignores the organization itself.

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Sources of organizational commitments are

Correct Answer Opportunities for advancement , Working condition , Relationships at work place

Your Answer Quality of product , Working condition , Relationships at work place

Multiple Choice Single Answer

Question Internal integration involves addressing the issue of:

Correct Answer Determining rules related to power and status

Your Answer Determining rules related to power and status

Multiple Choice Multiple Answer

Question Factors important for creating a favourable work environment are

Correct Answer playing of soft music , adequate illumination , a soothing colour scheme

Your Answer playing of soft music , adequate illumination , a soothing colour scheme

Multiple Choice Single Answer

Question By derivation personality mean

Correct Answer An individual only appears to be

Your Answer An individual only appears to be

Select The Blank

Question	The style of the manager with a 1,1 combination on the managerial grid is sometimes called _____ style.
Correct Answer	Impoverished
Your Answer	Impoverished

Multiple Choice Single Answer

Question	Parity of wages' was advocated by:
Correct Answer	Frederick W Taylor
Your Answer	Frederick W Taylor

Multiple Choice Single Answer

Question	It is said that a manager should be so skillful that he should be able to develop and motivate even an inefficient employee. This expectation is said to come from which concept?
Correct Answer	Pygmalion
Your Answer	Pygmalion

Multiple Choice Single Answer

Question	All the unique traits and patterns of adjustment of the individual is known as
Correct Answer	Personality
Your Answer	Personality

Multiple Choice Multiple Answer

Question	Identify the situations which reflect upward communication.
Correct Answer	Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys
Your Answer	Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Multiple Choice Multiple Answer

Question	An aroused attitude consist of
Correct Answer	Affective reaction , Cognition , Action tendency
Your Answer	Affective reaction , Action tendency

Multiple Choice Single Answer

Question	Modern psychology personality mean
Correct Answer	The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.
Your Answer	The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.

Select The Blank

Question	Differences in cultural contexts may pose a hurdle to _____ communication in organizations.
Correct Answer	Interpersonal
Your Answer	Interpersonal

Multiple Choice Multiple Answer

Question	Work attitudes can be reflected in an organization through
Correct Answer	Challenge of job , Job satisfaction , Organizational commitment
Your Answer	Job satisfaction , Organizational commitment

Multiple Choice Multiple Answer

Question	The levels at which studies of Organizational Behaviour have been carried out rotate to
Correct Answer	Individual , Small group , Inter-group
Your Answer	Small group , Inter-group , Intra-group

Multiple Choice Multiple Answer

Question	Behavioural scientists are focusing their attention on
Correct Answer	Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making
Your Answer	Organizational adaptability , Relationship of organizational structure to human behaviour

Select The Blank

Question	_____ are the rules of pattern and behaviour that are expected from all team members.
Correct Answer	Norms
Your Answer	Norms

Multiple Choice Multiple Answer

Question	Characteristics of entrepreneurial culture are
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Correct Answer Taking risks , Dynamism , Creativity

Your Answer Taking risks , Dynamism , Creativity

Multiple Choice Single Answer

Question Personality is the organization of

Correct Answer An individual's "personal pattern of tendencies".

Your Answer An individual's "personal pattern of tendencies".

Multiple Choice Multiple Answer

Question Attitude is

Correct Answer Tendency to react positively , Tendency to react negatively ,
Tendency to react in a certain way

Your Answer None of above

True/False

Question The challenge relating to management of change can be met only with effective leadership.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question A manager can take corrective action in time if he is able to understand which of the given indicators?

Correct Answer Morale

Your Answer Fatigue

Multiple Choice Multiple Answer

Question The blue print of human behaviour at work is represented by

Correct Answer Rules , Regulations , Procedures

Your Answer Rules , Regulations , Procedures

Multiple Choice Multiple Answer

Question Identify which of the given theories pertain to the category of content theories.

Correct Answer Maslow's hierarchy theory , Alderfer's ERG needs theory ,
Fredrick Herzberg's two factor theory

Your Answer Maslow's hierarchy theory , Alderfer's ERG needs theory ,
Fredrick Herzberg's two factor theory

Match The Following

Question	Correct Answer	Your Answer
Frederick Taylor	Scientific management	Scientific management
Hugo Munsteberg	Industrial accidents	Industrial psychology
Waller Dill Scot	Industrial psychology	Industrial accidents
Fred Luthans	Human relations	Human relations

Multiple Choice Multiple Answer

Question	To change organizational culture successfully we need to:
Correct Answer	Find the most effective sub-culture and use it as an example , Practice what we preach , Include employees in the change process
Your Answer	Find the most effective sub-culture and use it as an example , Practice what we preach , Include employees in the change process

True/False

Question	Norms are often more liberally defined.
Correct Answer	False
Your Answer	True

True/False

Question	The men on the shop floor are less vulnerable to stress as compared the members of the board of directors.
Correct Answer	False
Your Answer	False

Select The Blank

Question	A person who is in the habit of whispering something or the other to his neighbour while in a meeting is said to be an _____.
Correct Answer	Interrupter
Your Answer	Interrupter

Select The Blank

Question	_____ communication is useful for flatter organizational structure.
Correct Answer	Lateral

Your Answer Lateral

True/False

Question Once the team reaches the performing stage, the team members become familiar with each other.

Correct Answer False

Your Answer True

Multiple Choice Multiple Answer

Question Rest periods are important because

Correct Answer they help the worker to recover from fatigue , they provide an opportunity to talk about non-job activities , they are a break from a seemingly interminable activity

Your Answer they help the worker to recover from fatigue , they provide an opportunity to talk about non-job activities , they are a break from a seemingly interminable activity

Multiple Choice Single Answer

Question External adaptation and survival involves addressing the issue of:

Correct Answer Mission and strategy

Your Answer Language and concepts

Multiple Choice Multiple Answer

Question Features of Maslow's need hierarchy theory are:

Correct Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Your Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Multiple Choice Single Answer

Question The passage of which act made the organized labour movement have an impact on management in America?

Correct Answer Wagner Act in 1935

Your Answer Wagner Act in 1935

Multiple Choice Single Answer

Question The attributes such as pulling together related ideas and offering a decision for the group to accept or reject, are related to which of the given task oriented roles?

Correct Answer Summarizing

Your Answer Summarizing

True/False

Question	The process theories in general lack explanatory power over the complexities of work motivation.
Correct Answer	False
Your Answer	True

Multiple Choice Multiple Answer

Question	Attitudes influence by
Correct Answer	Religion , Family , Educational background
Your Answer	Policies of organization , Religion , Family , Educational background

Select The Blank

Question	The special meaning assigned to words is called _____.
Correct Answer	Semantics
Your Answer	Semantics

Multiple Choice Single Answer

Question	Work capacity of an organism is reduced due to the fact that work causes waste products to-
Correct Answer	accumulate
Your Answer	accumulate

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Single Answer

Question	The factors which make the job itself a tool of motivation are known as:
Correct Answer	Satisfiers
Your Answer	Satisfiers

True/False

Question	It is said that the technical skill plays a major part in the leadership behaviour.
Correct Answer	False
Your Answer	True

Multiple Choice Multiple Answer

Question	State the needs as stated by Abraham Maslow in his theory.
Correct Answer	Domination , Gratification , Activation
Your Answer	Domination , Gratification , Activation

Multiple Choice Single Answer

Question	Multiple Choice Single Response
Correct Answer	Autocratic
Your Answer	Autocratic

Multiple Choice Multiple Answer

Question	The features of team empowerment are as follows:
Correct Answer	Potency , Autonomy , Impact
Your Answer	Potency , Autonomy

Multiple Choice Multiple Answer

Question	Good match between individual personality and organization is essential because of
Correct Answer	Some people have passion for bureaucracy , Some people prefer autonomy flexibility in operation
Your Answer	Some people have passion for bureaucracy , Some people prefer autonomy flexibility in operation , Some people prefer job dynamism

True/False

Question	The more successful the organization is, the less effective is its internal communication.
Correct Answer	False
Your Answer	False

Multiple Choice Multiple Answer

Question	Mismatch between personality and organization may lead to
Correct Answer	Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction
Your Answer	Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction

Multiple Choice Multiple Answer

Question	Name the groups of core needs identified by Alderfer
Correct Answer	Existence , Relatedness , Growth
Your Answer	Existence , Relatedness , Growth

Multiple Choice Multiple Answer

Question	Sources of personality difference related to two important factors. These are
Correct Answer	Heredity , Family
Your Answer	Heredity , Culture , Family

Multiple Choice Multiple Answer

Question	Situation where individual differences are unimportant
Correct Answer	Earthquake , Drought , Flood
Your Answer	Earthquake , Drought , Flood

Multiple Choice Multiple Answer

Question	According to Likert, few variables characterize the leadership style. Select these variables.
Correct Answer	Casual , Intervening , End-result
Your Answer	Casual , Intervening , End-result

Multiple Choice Multiple Answer

Question	We can maintain organizational culture by
Correct Answer	Recruiting and removal , Role modeling and coaching , Allocating rewards

Your Answer	Recruiting and removal , Role modeling and coaching , Allocating rewards
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Multiple Choice Multiple Answer

Question	Advise the management of Beta and Gamma Ltd. About the various groups that can be created in an organisation.
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Correct Answer	Effective group , Formal group , Informal group
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Your Answer	Effective group , F ormal group , Informal group
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True/False

Question	In the countershock phase, the defensive mechanism becomes passive.
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Correct Answer	False
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Your Answer	True
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Select The Blank

Question	According to Vroom's theory, _____ is the result of multiplication of valence and expectancy.
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Correct Answer	Motivation
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Your Answer	Motivation
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True/False

Question	Research has found that all communication channels are equal in their capacity to convey information.
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Correct Answer	False
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Your Answer	False
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True/False

Question	At the organizational level, employees' stress may have negative effect on morale and job satisfaction.
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Correct Answer	True
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Your Answer	True
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Multiple Choice Single Answer

Question	Contribution of Walter Dill Scot towards industrial psychology is:
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Correct Answer	He showed how psychology can be applied to advertising and selling.
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Your Answer	He showed how psychology can be applied to advertising and selling.
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Multiple Choice Multiple Answer

Question	In organizational context, employees have attitudes related to
Correct Answer	Prestige of department , Job security
Your Answer	Productivity , Technology , Job security

Multiple Choice Multiple Answer

Question	The results of bank wiring room study done under the Hawthorne experiments were:
Correct Answer	Small group of people emerge as a team , The group is indifferent towards financial incentives , The group norms are more important for the members
Your Answer	Small group of people emerge as a team , The group is indifferent towards financial incentives , The group norms are more important for the members

Multiple Choice Single Answer

Question	The objective of Mass Interviewing Program was:
Correct Answer	To explore information that could be used to improve supervisory training.
Your Answer	To explore information that could be used to improve supervisory training.

Select The Blank

Question	Organizational Behaviour studies human behavior as well as group .
Correct Answer	dynamics
Your Answer	dynamics

Multiple Choice Multiple Answer

Question	Ego reduces tension by performing task of
Correct Answer	Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes
Your Answer	Perceiving outside world. , Remembering experience with outside world

Multiple Choice Multiple Answer

Question	What sort of communication is considered to be more effective in modern organization?
Correct Answer	On-going , Informal , Dynamic
Your Answer	On-going , Dynamic

Multiple Choice Multiple Answer

Question	Select the relevant parts of the communication process.
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Correct Answer Encoding , Receiver , Decoding

Your Answer Encoding , Receiver , Decoding

Multiple Choice Multiple Answer

Question Select the factors which are treated as motivators by Herzberg in his theory of motivation.

Correct Answer Achievement , Possibility of growth , Responsibility

Your Answer Achievement , Possibility of growth , Responsibility

Select The Blank

Question The team whose members collaborate through use of various information technologies is known as _____ team.

Correct Answer Virtual

Your Answer Virtual

Multiple Choice Single Answer

Question High competitiveness and profit orientation is a characteristic of which type of organizational culture?

Correct Answer Market

Your Answer Market

Multiple Choice Single Answer

Question From the following which is classified as a hygiene factor according to Herzberg's theory of motivation.

Correct Answer Salary

Your Answer Salary

Multiple Choice Single Answer

Question With regard to the 'Nature of Organizations' the key assumption is:

Correct Answer The social systems are formed on the basis of mutual interests.

Your Answer The social systems are formed on the basis of mutual interests.

Multiple Choice Single Answer

Question According to the Vroom's theory, what will be the value of expectancy when an event is bound to occur?

Correct Answer One

Your Answer One

Multiple Choice Multiple Answer

Question	The models of Organizational Behaviour are:
Correct Answer	Autocratic , Custodial , Supportive
Your Answer	Autocratic , Custodial , Supportive

Multiple Choice Single Answer

Question	Which of the following situation is expected to last in the long run?
Correct Answer	Low productivity, high morale
Your Answer	High productivity, high morale

True/False

Question	Friends and colleagues are unable to correctly detect whether an individual is under stress.
Correct Answer	False
Your Answer	False

Select The Blank

Question	As per Alderfer's theory, the _____ needs are concerned with an individual's intrinsic desire for personal development.
Correct Answer	Growth
Your Answer	Growth

Multiple Choice Multiple Answer

Question	Mr. Jay sets up a task force to improve communication effectiveness within his organization. What factors should be considered by the task force to achieve effective communication?
Correct Answer	Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy
Your Answer	Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy

Match The Following

Question	Correct Answer	Your Answer
Interpersonal communication hurdle	Low intellectual capacity of an employee	Low intellectual capacity of an employee
Donald Pelz	Impact of supervisor's power on his satisfaction	Impact of supervisor's power on his satisfaction
McClelland	Employee-based reasons	Employee-based reasons

	for failure of upward communication	for failure of upward communication
Direct hurdle in the communication process	Disturbance in telephone line	Disturbance in telephone line

Multiple Choice Single Answer

Question	Multiple Choice Single Response
Correct Answer	The statement is false and invalid.
Your Answer	The statement is false but valid.

True/False

Question	The social needs are so strong that even the cruelest criminals dread the punishment of solitary confinement.
Correct Answer	True
Your Answer	True

Match The Following

Question	Correct Answer	Your Answer
Fred Fiedler	Contingency Theory of Leadership	Contingency Theory of Leadership
Blake and Mouton	Managerial grid	Managerial grid
Rensis Likert	Four Systems Management	Four Systems Management
Tannenbaum and Schmidt	Leadership Behaviour Continuum	Leadership Behaviour Continuum

Select The Blank

Question	The _____ skills relate to a person's knowledge and ability in any organizational functional area.
Correct Answer	Technical
Your Answer	Technical

Select The Blank

Question	The informal system of communication network system in an organization is known as _____.
Correct Answer	Grapevine
Your Answer	Grapevine

Multiple Choice Single Answer

Question	Which type of motivators are involved in granting additional authority to an employee in his activity?
Correct Answer	Responsibility and recognition
Your Answer	Responsibility and recognition

Select The Blank

Question	Cultural _____ are words, gestures and pictures or other physical objects that carry a particular meaning with the culture.
Correct Answer	symbols
Your Answer	symbols

True/False

Question	A need once satisfied is a spent force and hence acts as a motivator.
Correct Answer	False
Your Answer	False

True/False

Question	Career development of employees facilitates development of whole person concept.
Correct Answer	True
Your Answer	True

LIST OF ATTEMPTED QUESTIONS AND ANSWERS
ORGANISATIONAL BEHAVIOUR

Multiple Choice Single Answer

Question 1. Multiple Choice Single Response

Correct Answer The statement is false and invalid.

Your Answer The statement is true but invalid.

Multiple Choice Single Answer

Question 2. With regard to the 'Nature of Organizations' the key assumption is:

Correct Answer The social systems are formed on the basis of mutual interests.

Your Answer An industrial enterprise is a set of people.

Multiple Choice Multiple Answer

Question 3. According to Freud the human mind is composed of

Correct Answer Preconscious mind , Conscious mind , Unconscious mind

Your Answer A & c of above

True/False

Question 4. Morale indicates a group phenomenon.

Correct Answer True

Your Answer False

Select The Blank

Question 5. In older days employees were referred to as _____

Correct Answer Hands

Your Answer Labours

Select The Blank

Question 6. Productivity is increased _____ with the help of music.

Correct Answer indirectly

Your Answer indirectly

Multiple Choice Multiple Answer

Question 7.	Ego controls
Correct Answer	The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.
Your Answer	The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.

Multiple Choice Multiple Answer

Question 8.	Features of Theory Y are:
Correct Answer	Work is as natural as play , Humanistic and supportive approach , People have the required potential
Your Answer	Work is as natural as play , Humanistic and supportive approach , People have the required potential

Select The Blank

Question 9.	Herzberg's two factory model is useful as an explanation for job _____.
Correct Answer	Satisfaction
Your Answer	Satisfaction

Select The Blank

Question 10.	At _____ stage of team building, cooperation and a sense of shared responsibility is developed amongst the team members.
Correct Answer	Norming
Your Answer	Performing

Select The Blank

Question 11.	The ability and willingness of group members to set goals and work towards their accomplishment is known as _____.
Correct Answer	Group maturity
Your Answer	Group dynamics

True/False

Question 12.	Feeling of insecurity usually makes a man under-productive.
Correct Answer	True
Your Answer	True

True/False

Question 13.	Conceptual skill is the distinguishing feature of job performance at the operating level.
Correct Answer	False

Your Answer False

Multiple Choice Single Answer

Question 14. Fundamental concepts of Organizational Behaviour revolve around:

Correct Answer The nature of human beings

Your Answer The nature of human beings

True/False

Question 15. Productivity can be high inspite of morale being low because of the rigid management control system.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question16. It is said that a manager should be so skillful that he should be able to develop and motivate even an inefficient employee. This expectation is said to come from which concept?

Correct Answer Pygmalion

Your Answer Personification

True/False

Question 17. Whatever an individual does, there is always some sort and some amount of stress on him.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question 18. Resistance to Cultural Change is directly depends on:

Correct Answer Magnitude of change , Strength of the prevailing culture

Your Answer Magnitude of change , Strength of the prevailing culture , Management's support towards change

Multiple Choice Single Answer

Question 19. In Custodial organization model, managerial orientation is:

Correct Answer Money

Your Answer Support

Multiple Choice Single Answer

Question 20.	The passage of which act made the organized labour movement have an impact on management in America?
Correct Answer	Wagner Act in 1935
Your Answer	Wagner Act in 1935

Multiple Choice Multiple Answer

Question 21.	Which are the main personal stressors stated by Yoga?
Correct Answer	State of helplessness , Jealously , Temptations
Your Answer	Change in job responsibilities , State of helplessness

Multiple Choice Multiple Answer

Question 22.	Ego reduces tension by performing task of
Correct Answer	Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes
Your Answer	Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes

Multiple Choice Multiple Answer

Question 23.	Factors important for creating a favourable work environment are
Correct Answer	playing of soft music , adequate illumination , a soothing colour scheme
Your Answer	playing of soft music , adequate illumination , a soothing colour scheme

Multiple Choice Single Answer

Question 24.	The great depression took place around the year:
Correct Answer	1929
Your Answer	1929

True/False

Question 25.	According to Vroom's expectancy theory of motivation, when an individual desires a particular outcome the value of valence is negative.
Correct Answer	False
Your Answer	False

Match The Following

Question26.	Correct Answer	Your Answer
Harold Kelley	Attribution theory	Attribution theory

Herzberg	Two factor theory of motivation	Two factor theory of motivation
Douglas McGregor	Theory X and theory Y	Theory X and theory Y
J.Stacy Adams	Equity theory	Equity theory

Multiple Choice Multiple Answer

Question 27.	Identify the categories of life stressors:
Correct Answer	Life changes , Daily stressors , Life trauma
Your Answer	Daily stressors , Monthly stressors

Multiple Choice Multiple Answer

Question 28.	Organizational socialization includes
Correct Answer	Developing competencies , Developing organizational values , Developing social and working relationship
Your Answer	Developing organizational values , Developing social and working relationship

True/False

Question 29.	As compared to the content models, the expectancy models are very simple and easy to translate into actual practice.
Correct Answer	False
Your Answer	True

Multiple Choice Multiple Answer

Question 30.	Basic Organizational Behaviour concepts take into consideration
Correct Answer	Nature of people , Nature of technology , Nature of organization
Your Answer	Nature of people , Nature of technology , Nature of organization

Multiple Choice Multiple Answer

Question 31.	To be efficient every manager must try to
Correct Answer	Understand human behaviour , Predict human behaviour , Control human behaviour
Your Answer	Understand human behaviour , Predict human behaviour

True/False

Question 32.	Research states that active smoking is more harmful than passive smoking.
Correct Answer	False

Your Answer False

Multiple Choice Multiple Answer

Question 33. Organizational culture includes:

Correct Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Your Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Multiple Choice Single Answer

Question 34. An atmospheric condition that is critical in a good working environment is-

Correct Answer air circulation

Your Answer air conditioning

Match The Following

Question35.	Correct Answer	Your Answer
Fred Fiedler	Contingency Theory of Leadership	Contingency Theory of Leadership
Blake and Mouton	Managerial grid	Managerial grid
Rensis Likert	Four Systems Management	Four Systems Management
Tannenbaum and Schmidt	Leadership Behaviour Continuum	Leadership Behaviour Continuum

Multiple Choice Single Answer

Question 36. It is important to create a work environment that is

Correct Answer favourable

Your Answer favourable

True/False

Question 37. Organization culture and performance is directly related.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question 38. Identify the process influence personality development.

Correct Answer Socialization process , Identification process

Your Answer Work process , Home environment

Multiple Choice Single Answer

Question 39. External adaptation and survival involves addressing the issue of:

Correct Answer Mission and strategy

Your Answer Mission and strategy

Multiple Choice Multiple Answer

Question 40. Major determinants of personality

Correct Answer Biological , Situation

Your Answer Biological , Cultural

Select The Blank

Question 41. It is observed that _____ has an adverse impact on executive efficiency in the organizations.

Correct Answer Distress

Your Answer Hypo stress

Multiple Choice Multiple Answer

Question 42. The broad categories of stressors are :

Correct Answer Organizational stressors , Personal stressors , Life stressors

Your Answer Organizational stressors , Personal stressors , Life stressors

Select The Blank

Question 43. Theor_____ Y assumes that, the employees have the skill and the will to contribute to the organizational efforts.

Correct Answer Y

Your Answer Y

Select The Blank

Question 44. _____ communication occurs between a supervisor and his subordinate.

Correct Answer Vertical

Your Answer Vertical

Multiple Choice Multiple Answer

Question 45. Select the relevant parts of the communication process.

Correct Answer Encoding , Receiver , Decoding

Your Answer Encoding , Receiver , Decoding

Multiple Choice Single Answer

Question 46. Diverse cultures provide an opportunity to the organization

Correct Answer To recognize learning opportunities and challenges

Your Answer To recognize learning opportunities and challenges

Select The Blank

Question 47. Those factors which are capable to inhibit performance by their absence but any addition in them does not increase efficiency, are known as _____ factors.

Correct Answer Hygiene

Your Answer Hygiene

Marks : 2

13. Hawthorne studies point out that:

- a) To avoid any friction with the labour union was to understand the human relations role of the management.
- b) The workers efficiency increased with better illumination in the workshop.
- c) The need for recognition and security exert greater impact on productivity than the physical working conditions.
- d) The efficacy of a wage incentive scheme was dependent on other variables and could not be considered as the sole factor that affects the worker.

27. The content theories are concerned with identifying the needs that people have and how needs are prioritized.

- True
- False

32. The have failed to meet the goals of prediction and control of organizational behavior

42. Taking a 'straw vote', i.e. asking if the group is nearing a decision reflects the role.

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

0 |

Multiple Choice Multiple Answer

Question	Work is
Correct Answer	Use of person's physiological processes. , Use of person's mental processes. , .Attainment of some goal.
Your Answer	.Attainment of some goal.

0 |

Multiple Choice Single Answer

Question	In Organizational Behaviour, 'caused behaviour' means
Correct Answer	By his own behaviour, a manager can affect how an employee behaves.
Your Answer	By his own behaviour, a manager can affect how an employee behaves.

0 |

True/False

Question	According to Larking, the upward communication will be effective only if the top managers communicated directly with the staff members.
Correct Answer	False
Your Answer	True

0 |

Multiple Choice Single Answer

Question	From the given information identify the morale indicator.
Correct Answer	Exit interviews
Your Answer	Increase in sales

0 |

Select The Blank

Question	In a market culture, the relationship between an individual and the organization is
Correct Answer	contractual
Your Answer	contractual

0 |

Select The Blank

Question	An employee whose skill set combines good training and high performance goals, implies that he has
Correct Answer	High productivity
Your Answer	High productivity

0 |

True/False

Question	Laissez faire leader is very directive in his approach.
Correct Answer	False
Your Answer	True

0 |

Multiple Choice Multiple Answer

Question	The major contributors to the development of Organizational Behaviour are:
Correct Answer	Industrial psychology , Scientific management movement , Human relations movement
Your Answer	Industrial psychology , Scientific management movement , Human relations movement

0 |

Multiple Choice Multiple Answer

Question	The blue print of human behaviour at work is represented by
Correct Answer	Rules , Regulations , Procedures
Your Answer	Rules , Regulations , Procedures

0 |

Multiple Choice Single Answer

Question	In the discipline Organizational Behaviour the fundamental concept is:
Correct Answer	Based on the nature of people and organization
Your Answer	Based on the nature of people and organization

0 |

Multiple Choice Single Answer

Question	High competitiveness and profit orientation is a characteristic of which type of organizational culture?
Correct Answer	Market
Your Answer	Market

0 |

Select The Blank

Question	The communication between managers and workers located in different functional divisions is known as _____ communication.
Correct Answer	Diagonal
Your Answer	Downward

0 |

Match The Following

Question	Correct Answer	Your Answer
Process-oriented remedy to overcome	Use subgroups to develop alternatives	Use subgroups to develop alternatives

groupthink	and compare solutions	and compare solutions
Organisational remedy to overcome groupthink	Multiple groups examine same issue	Multiple groups examine same issue
Learner-oriented remedy to overcome groupthink	Encourage all members to evaluate ideas critically	Encourage all members to evaluate ideas critically
Member-oriented remedy to overcome groupthink	Make a decision only after all ideas have been evaluated	Make a decision only after all ideas have been evaluated

0 |

Multiple Choice Multiple Answer

Question	Commanlities and differences suggest in certain respects, every person is like
Correct Answer	All other people , Some other people , No other person
Your Answer	All other people , Some other people

0 |

Multiple Choice Multiple Answer

Question	Resistance to Cultural Change is directly depends on:
Correct Answer	Magnitude of change , Strength of the prevailing culture
Your Answer	Magnitude of change , Strength of the prevailing culture

0 |

Select The Blank

Question	The communication process can be improved by _____.
Correct Answer	Reducing status barriers
Your Answer	Reducing status barriers

0 |

True/False

Question	Illumination Experiment is a part of Hawthorne experiments.
Correct Answer	True
Your Answer	True

0 |

Multiple Choice Single Answer

Question	Which of the following situation is expected to last in the long run?
Correct Answer	Low productivity, high morale
Your Answer	High productivity, high morale

0 |

True/False

Question	Productivity can be high inspite of morale being low because of the rigid management control system.
----------	--

Correct Answer	True
Your Answer	True

0 |

Multiple Choice Multiple Answer

Question	The cost of tensions and worries created by wrong kind of personalities are enormous in terms of.
Correct Answer	Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.
Your Answer	Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.

0 |

Multiple Choice Multiple Answer

Question	The broad categories of stressors are :
Correct Answer	Organizational stressors , Personal stressors , Life stressors
Your Answer	Organizational stressors , Personal stressors , Life stressors

0 |

Multiple Choice Single Answer

Question	Multiple Choice Single Response
Correct Answer	Authoritarian
Your Answer	Laissez Faire

0 |

Multiple Choice Multiple Answer

Question	Rest periods are important because
Correct Answer	they help the worker to recover from fatigue , they provide an opportunity to talk about non-job activities , they are a break from a seemingly interminable activity
Your Answer	they help the worker to recover from fatigue , they are a break from a seemingly interminable activity

0 |

True/False

Question	Employees and organization can prosper if they help each other.
Correct Answer	True
Your Answer	True

0 |

Multiple Choice Multiple Answer

Question	Organizational objectives can be achieved by
Correct Answer	Group work , Division of labour , Hierarchy of authority

Your Answer Group work , Division of labour , Hierarchy of authority

||

Multiple Choice Multiple Answer

Question According to Freud the human mind is composed of

Correct Answer Preconscious mind , Conscious mind , Unconscious mind

Your Answer Conscious mind , Unconscious mind

||

Multiple Choice Single Answer

Question Written communication is a

Correct Answer Non-Direct Communication

Your Answer Direct Communication

||

True/False

Question Handling of crises by managers and employees reveals an organizational culture.

Correct Answer True

Your Answer True

||

Multiple Choice Multiple Answer

Question Scientific management movement sought to improve productivity by:

Correct Answer Rationalizing the work , Introduction of various wage plans , Introduction of incentive plans

Your Answer Introduction of various wage plans , Introduction of incentive plans

||

Match The Following

Question	Correct Answer	Your Answer
----------	----------------	-------------

Free rein leaders	Avoid power and responsibility	Avoid power and responsibility
-------------------	--------------------------------	--------------------------------

Negative leaders	Act domineering and superior with their subordinates	Act domineering and superior with their subordinates
------------------	--	--

Autocratic leaders	Provide security and satisfaction to his subordinates	Exercise control by giving his subordinates huge salary hikes
--------------------	---	---

Participative leaders	Exercise control mostly by using forces within the group	Provide security and satisfaction to his subordinates
-----------------------	--	---

||

Multiple Choice Single Answer

Question A manager can take corrective action in time if he is able to understand which of the given indicators?

Correct Answer Morale

Your Answer	Fatigue
-------------	---------

0 |

Multiple Choice Multiple Answer

Question	The factors which contributed to the rise of human relations movements are
----------	--

Correct Answer	The great depression , The rise of trade unionism , Hawthorne experiments
----------------	---

Your Answer	Hawthorne experiments , Maslow experiments
-------------	--

0 |

Select The Blank

Question	_____ are the rules of pattern and behaviour that are expected from all team members.
----------	---

Correct Answer	Norms
----------------	-------

Your Answer	Regulations
-------------	-------------

0 |

Select The Blank

Question	The most superficial level of organizational culture consists of _____.
----------	---

Correct Answer	symbols
----------------	---------

Your Answer	symbols
-------------	---------

0 |

Select The Blank

Question	The pension plans, gratuity contribution and mandatory provident fund rules are framed basically to take care of _____ needs.
----------	---

Correct Answer	Security
----------------	----------

Your Answer	Security
-------------	----------

0 |

Multiple Choice Multiple Answer

Question	Identify which of the given theories pertain to the category of content theories.
----------	---

Correct Answer	Maslow's hierarchy theory , Alderfer's ERG needs theory , Fredrick Herzberg's two factor theory
----------------	---

Your Answer	Maslow's hierarchy theory , Alderfer's ERG needs theory , Fredrick Herzberg's two factor theory
-------------	---

0 |

True/False

Question	At the supervisory level the requirement of conceptual skill is the highest.
----------	--

Correct Answer	False
----------------	-------

Your Answer	False
-------------	-------

0 |

Multiple Choice Multiple Answer

Question	The levels at which studies of Organizational Behaviour have been carried out rotate to
Correct Answer	Individual , Small group , Inter-group
Your Answer	Small group , Inter-group , Intra-group

0 |

Multiple Choice Single Answer

Question	In Supportive organization model at which level the employee needs are met?
Correct Answer	Higher-order
Your Answer	Higher-order

0 |

Select The Blank

Question	The first stage of alarm reaction includes an initial _____ phase, in which the resistance is lowered.
Correct Answer	Shock
Your Answer	Counter

0 |

True/False

Question	Research states that active smoking is more harmful than passive smoking.
Correct Answer	False
Your Answer	True

0 |

Multiple Choice Single Answer

Question	The passage of which act made the organized labour movement have an impact on management in America?
Correct Answer	Wagner Act in 1935
Your Answer	Trade Union Act in 1926

0 |

True/False

Question	The challenge relating to management of change can be met only with effective leadership.
Correct Answer	True
Your Answer	True

0 |

Multiple Choice Multiple Answer

Question	Major determinants of personality
----------	-----------------------------------

Correct Answer	Biological , Situation
Your Answer	Biological , Cultural , Situation

||

Multiple Choice Multiple Answer

Question	Select the factors which are treated as motivators by Herzberg in his theory of motivation.
Correct Answer	Achievement , Possibility of growth , Responsibility
Your Answer	Achievement , Possibility of growth , Responsibility

||

Select The Blank

Question	The _____ leadership style is an expression of the leader's trust in the abilities of his subordinates.
Correct Answer	Participative
Your Answer	Participative

||

True/False

Question	Research activity emphasizes least collaboration and team work among workers.
Correct Answer	False
Your Answer	False

Attempt 2

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

||

Multiple Choice Single Answer

Question	Multiple Choice Single Response
Correct Answer	Laissez Faire
Your Answer	Laissez Faire

||

Multiple Choice Multiple Answer

Question	Identify the task oriented roles.
Correct Answer	Initiating , Summarizing , Seeking information
Your Answer	Initiating , Summarizing , Seeking information

||

True/False

Question	Human skill is the ability to work effectively with people and to build teamwork.
Correct Answer	True
Your Answer	True

0 |

Multiple Choice Multiple Answer

Question	The concepts dealing with the nature of individual are:
Correct Answer	Whole person , Motivation , Human dignity
Your Answer	Individual commonalities , Whole person , Human dignity

0 |

Multiple Choice Single Answer

Question	Which of the given factors are also known as dissatisfiers?
Correct Answer	Hygiene factors
Your Answer	Hygiene factors

0 |

Select The Blank

Question	The informal system of communication network system in an organization is known as
Correct Answer	Grapevine
Your Answer	Grapevine

0 |

Multiple Choice Multiple Answer

Question	Mr. Jay sets up a task force to improve communication effectiveness within his organization. What factors should be considered by the task force to achieve effective communication?
Correct Answer	Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy
Your Answer	Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy

0 |

Select The Blank

Question	One of the factors causing decrement in work is _____.
Correct Answer	fatigue
Your Answer	fatigue

0 |

True/False

Question	A highly successful scientist may fall in the category of the demotivated people.
----------	---

Correct Answer	False
Your Answer	False

0 |

Multiple Choice Single Answer

Question	Intelligence and boredom have a positive and direct-
Correct Answer	co-relationship
Your Answer	co-relationship

0 |

Multiple Choice Multiple Answer

Question	Organizational socialization includes
Correct Answer	Developing competencies , Developing organizational values , Developing social and working relationship
Your Answer	Developing competencies , Developing organizational values , Developing social and working relationship

0 |

Multiple Choice Multiple Answer

Question	Elimination of boredom is necessary
Correct Answer	to retain interest in work , to increase efficiency , to stabilize productivity
Your Answer	to retain interest in work , to increase efficiency , to stabilize productivity

0 |

True/False

Question	Once the team reaches the performing stage, the team members become familiar with each other.
Correct Answer	False
Your Answer	True

0 |

Select The Blank

Question	The _____ teams are concerned with rotating tasks and assignments amongst its members.
Correct Answer	Self-managed
Your Answer	Self-managed

0 |

True/False

Question	Promotion is recognition of one's capabilities to shoulder higher responsibilities.
Correct Answer	True

Your Answer	True
-------------	------

0 |

Multiple Choice Multiple Answer

Question	Sources of personality difference related to two important factors. These are
----------	---

Correct Answer	Heredity , Family
----------------	-------------------

Your Answer	Culture , Family
-------------	------------------

0 |

Select The Blank

Question	_____ is caused because of the modern life and anxiety to cope with them.
----------	---

Correct Answer	Distress
----------------	----------

Your Answer	Hypo stress
-------------	-------------

0 |

Multiple Choice Multiple Answer

Question	Select the needs which are discussed by the need hierarch theory.
----------	---

Correct Answer	Physiological needs , Security needs , Self realization needs
----------------	---

Your Answer	Physiological needs , Security needs , Self realization needs
-------------	---

0 |

Multiple Choice Multiple Answer

Question	Mismatch between personality and organization may lead to
----------	---

Correct Answer	Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction
----------------	---

Your Answer	Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction
-------------	---

0 |

Multiple Choice Multiple Answer

Question	Ego controls
----------	--------------

Correct Answer	The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.
----------------	--

Your Answer	The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.
-------------	--

0 |

Multiple Choice Multiple Answer

Question	Indicate the developmental stages that the teams are required to go through.
----------	--

Correct Answer	Forming , Storming , Norming
----------------	------------------------------

Your Answer	Forming , Storming , Norming
-------------	------------------------------

0 |

Multiple Choice Multiple Answer

Question	Situation where individual differences are unimportant
Correct Answer	Earthquake , Drought , Flood
Your Answer	Earthquake , Drought , Flood

0 |

Multiple Choice Multiple Answer

Question	In organizational context, employees have attitudes related to
Correct Answer	Prestige of department , Job security
Your Answer	Productivity , Prestige of department , Job security

0 |

Multiple Choice Multiple Answer

Question	What are the principles of job enlargement?
Correct Answer	Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments
Your Answer	Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments

0 |

Multiple Choice Multiple Answer

Question	State the various functions of communication.
Correct Answer	Control , Motivation , Information
Your Answer	Control , Motivation , Information

0 |

True/False

Question	Cross-functional teams are often less effective in situations that require adaptability and speed.
Correct Answer	False
Your Answer	False

0 |

Match The Following

Question	Correct Answer	Your Answer
Fred Luthans	Human relations	Human relations
Frederick Taylor	Scientific management	Scientific management
Hugo Munsteberg	Industrial accidents	Industrial accidents
Waller Dill Scot	Industrial psychology	Industrial psychology

0 |

Select The Blank

Question	The work motivation approaches can be broadly classified as content and _____ theories.
----------	---

Correct Answer	Process
Your Answer	Process

0 |

Multiple Choice Single Answer

Question	Multiple Choice Single Response
Correct Answer	Autocratic
Your Answer	Autocratic

0 |

True/False

Question	Organizational culture exists on different levels which differ in terms of visibility and resistance to change.
Correct Answer	True
Your Answer	True

0 |

Select The Blank

Question	Productivity is increased _____ with the help of music.
Correct Answer	indirectly
Your Answer	indirectly

0 |

Match The Following

Question	Correct Answer	Your Answer
Wagner Act	Labour movement	Labour movement
Scientific Management movement	Wage payment plans	Wage payment plans
Hawthorne Experiments	Human relations	Human relations
Hugo Munsteberg	Psychology and industrial efficiency	Psychology and industrial efficiency

0 |

Select The Blank

Question	Organizations show hierarchy of _____.
Correct Answer	authority
Your Answer	employees

0 |

True/False

Question	Morale is a static phenomenon.
Correct Answer	False
Your Answer	True

□ |

True/False

Question	So as to cope with stress effectively, it is necessary to have a health body.
Correct Answer	True
Your Answer	True

□ |

Select The Blank

Question	The _____ stressors relate to the personal health and family life of an individual.
Correct Answer	Personal
Your Answer	Personal

□ |

Multiple Choice Multiple Answer

Question	State the needs as stated by Abraham Maslow in his theory.
Correct Answer	Domination , Gratification , Activation
Your Answer	Domination , Gratification , Activation

□ |

True/False

Question	Effective communication can be seen as the foundation of modern organizations.
Correct Answer	True
Your Answer	True

□ |

Select The Blank

Question	_____ communication is useful for flatter organizational structure.
Correct Answer	Lateral
Your Answer	Lateral

□ |

Select The Blank

Question	The _____ skills relate to a person's knowledge and ability in any organizational functional area.
Correct Answer	Technical
Your Answer	Conceptual

□ |

True/False

Question	There exist some organizational stressors which relate to its structure and climate.
Correct Answer	True
Your Answer	True

||

Multiple Choice Multiple Answer

Question	The esteem needs manifest itself in which of the following forms.
Correct Answer	Need for status , Need for power , Need for recognition
Your Answer	Need for status , Need for power , Need for recognition

||

Select The Blank

Question	A _____ person has a cause and an ideology to fight for achieving the set goal.
Correct Answer	Self-actualized
Your Answer	Self-actualized

||

Multiple Choice Single Answer

Question	From the following which is classified as a hygiene factor according to Herzberg's theory of motivation.
Correct Answer	Salary
Your Answer	Salary

||

Multiple Choice Single Answer

Question	Anand is the new CEO of ABC Ltd. Whatever suggestions or recommendations are given by his subordinate managers, all are rejected by Anand. What sort of role is being portrayed by Anand?
Correct Answer	Negativist
Your Answer	Dominator

||

Multiple Choice Single Answer

Question	The stage which relates to development of decision making abilities, interpersonal and technical competencies is known as :
Correct Answer	Storming
Your Answer	Storming

||

Multiple Choice Single Answer

Question	Jyoti is working for the last 5 years with SOS Bros. She is the area sales manager. In spite of a hectic lifestyle Jyoti bears a pleasant temperament. She is not a stress prone
----------	--

individual.

Correct Answer

Type B

Your Answer

Type B

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

True/False

Question	The super ego acts as a censor on the individual.
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	Perceptual selection is based on
Correct Answer	Attention and Set
Your Answer	Psychological mechanism of individual

True/False

Question	Assessment of an employee's performance depends on the perception of the person who evaluates
Correct Answer	True
Your Answer	True

True/False

Question	Size of the stimulus attracts attention
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	Affiliation motives
Correct Answer	Acceptance by others
Your Answer	Acceptance by others

Multiple Choice Single Answer

Question	Rationalization
Correct Answer	Pseudo justification
Your Answer	Pseudo justification

True/False

Question	Aggression has nothing to do with emotional transference.
Correct Answer	False
Your Answer	False

Multiple Choice Single Answer

Question Safety needs are taken (looked) as

Correct Answer Future needs

Your Answer Future needs

Multiple Choice Single Answer

Question Solitary confinement is known to rupture the human

Correct Answer Psyche

Your Answer Brain

True/False

Question Theory Y people are very lazy.

Correct Answer False

Your Answer True

True/False

Question Accomplishment of goal is influenced by an individual's ability and role perception.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question The definition of work is very

Correct Answer General

Your Answer Object oriented

Multiple Choice Single Answer

Question Collegial Organization

Correct Answer Provides manager's role like partner and not leader

Your Answer Provides manager's role like partner and not leader

Multiple Choice Single Answer

Question In alarm stage the resistance is

Correct Answer Lowered

Your Answer Exhausted

Multiple Choice Single Answer

Question An atmosphere of objectivity and mutual trust can help reduce

Correct Answer Distress

Your Answer Distress

True/False

Question	Discouraging undesirable behaviour will enhance value to organizational culture.
----------	--

Correct Answer	True
----------------	------

Your Answer	True
-------------	------

True/False

Question	The leadership process is a function of the leader , the follower and other situational variables
----------	---

Correct Answer	True
----------------	------

Your Answer	True
-------------	------

True/False

Question	Democratic leaders take full authority and assume full responsibility
----------	---

Correct Answer	False
----------------	-------

Your Answer	True
-------------	------

Multiple Choice Single Answer

Question	Illumination experiments study the effect of changed
----------	--

Correct Answer	Illumination at work
----------------	----------------------

Your Answer	Illumination at work
-------------	----------------------

Select The Blank

Question	Perception involves five sub-processes, they are _____ registration, _____ , feedback and consequences
----------	--

Correct Answer	stimulas
----------------	----------

Your Answer	stimulas
-------------	----------

Correct Answer	interpretation
----------------	----------------

Your Answer	interpretation
-------------	----------------

Match The Following

Question	Correct Answer	Your Answer
Organizational	Behaviour	Behaviour
How Thorne	Experiments	Experiments
Goal	Achievement	Achievement
Division of	Labour	Labour
Meaningful	Relationship	Relationship

Select The Blank

Question The multinationals which come on the Indian scene enjoyed superior _____ in terms of money _____ as well as market network.

Correct Answer resources

Your Answer business

Correct Answer technology

Your Answer resources

Select The Blank

Question Frederick W. _____ came up with "Scientific Management", created the interest in the _____ and the supervisor.

Correct Answer Taylor

Your Answer Taylor

Correct Answer worker

Your Answer worker

Select The Blank

Question Reward & Punishment theory is same as _____ and _____ theory

Correct Answer carrot

Your Answer carrot

Correct Answer stick

Your Answer pole

Select The Blank

Question Vroom _____ model fall under _____ theory

Correct Answer expantancy

Your Answer Process

Correct Answer Process

Your Answer requirement

Select The Blank

Question Relationship between _____ and _____ need not always be direct

Correct Answer morale

Your Answer productivity

Correct Answer productivity

Your Answer satisfaction

Select The Blank

Question	High levels of _____ taking, _____ and credibility characterize an entrepreneurial culture.
Correct Answer	risk
Your Answer	risk
Correct Answer	dynamism
Your Answer	dynamism

Select The Blank

Question	Finding the most _____ sub _____ in the organization and using it as an example from which employee can learn.
Correct Answer	effective
Your Answer	fundamental
Correct Answer	culture
Your Answer	culture

Select The Blank

Question	Competing style refers to _____ and uncooperative behaviours and represents a _____ approach to inter personal conflict
Correct Answer	assertive
Your Answer	assertive
Correct Answer	win – lose
Your Answer	win – lose

Select The Blank

Question	Many _____ changes bombard the modern organization and make change _____.
Correct Answer	external
Your Answer	external
Correct Answer	inevitable
Your Answer	inevitable

Select The Blank

Question	Planning is perhaps the most _____ phase in _____ of change.
Correct Answer	crucial
Your Answer	crucial
Correct Answer	management
Your Answer	management

Multiple Choice Single Answer

Question	Minimum number of essentials to form group is
Correct Answer	Two
Your Answer	Two

Multiple Choice Single Answer

Question	Several types of communication media are available for
Correct Answer	transmitting and receiving messages
Your Answer	transmitting and receiving messages

True/False

Question	Upward communication is more prevalent than downward communication
Correct Answer	False
Your Answer	True

Match The Following

Question	Correct Answer	Your Answer
Problem solving teams	Cost problems	Cost problems
Self managed teams	Task rotation	Task rotation
Virtual team	Information technology	Information technology
Forming stage	Initial stage	Initial stage
Norming stage	Norms established	Norms established

Multiple Choice Multiple Answer

Question	Frederick W – Taylor developed
Correct Answer	Wage payment plans , Internal parity of wages , External parity of wages
Your Answer	Wage payment plans , Non Financial incentives

Multiple Choice Multiple Answer

Question	Scientific management movement
Correct Answer	Frederick W. Taylor , Supervisory training , Financial incentives
Your Answer	Frederick W. Taylor , Herzberg theory

Multiple Choice Multiple Answer

Question	Internal Set factors are
Correct Answer	Motivation and interest , Learning

Your Answer Motivation and interest , Learning

Multiple Choice Multiple Answer

Question Mismatch between personality and organization may lead to

Correct Answer Low morale and job satisfaction , Confusion and chaos , Loss of interest by members in organization

Your Answer Loss of interest by members in organization

Multiple Choice Multiple Answer

Question Defence Mechanism

Correct Answer Fantasy , Rationalization , Aggression

Your Answer Rationalization , Aggression

Multiple Choice Multiple Answer

Question Music

Correct Answer Effects on attitude , Improves morale , Increases production

Your Answer Effects on attitude , Improves morale , Increases production

Multiple Choice Multiple Answer

Question Styles of leadership

Correct Answer Autocratic , Democratic , Free rein

Your Answer Autocratic , Free rein

Multiple Choice Multiple Answer

Question To identify problems for management change manager needs to ask

Correct Answer What is problem , How to solve the problem , When to solve the problem

Your Answer What is problem , How to solve the problem , When to solve the problem

Multiple Choice Multiple Answer

Question Communication can be

Correct Answer vertical , horizontal , diagonal

Your Answer vertical , horizontal , diagonal

Multiple Choice Multiple Answer

Question Fight or flight mechanism

Correct Answer Raised pulse , Rapid breathing , Dilated pupils

Your Answer Raised pulse , Rapid breathing , Dilated pupils

Multiple Choice Multiple Answer

Question General adaptation syndrome

Correct Answer Alarm reaction , Resistance reaction , State of exhaustion

Your Answer Alarm reaction , Resistance reaction , State of exhaustion

Multiple Choice Multiple Answer

Question Stress results in

Correct Answer Physical deviations , Psychological deviations , Behavioural deviations

Your Answer Physical deviations , Psychological deviations , Behavioural deviations

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

True/False

Question	Organizational commitment by employees does not lead to loyalty.
Correct Answer	False
Your Answer	False

Multiple Choice Single Answer

Question	External attention Factors are
Correct Answer	The factors that are within the situation
Your Answer	he factors which are inherent in an individual

Multiple Choice Single Answer

Question	Regression
Correct Answer	Superior throwing file in anger
Your Answer	Rationale

True/False

Question	Job enlargement means adding other task to the job.
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	Conflict management helps to understand
Correct Answer	Nature and origin of conflict
Your Answer	Personality bias

Multiple Choice Single Answer

Question	Conflict is a
Correct Answer	Natural disagreement
Your Answer	Natural disagreement

Match The Following

Question	Correct Answer	Your Answer
----------	----------------	-------------

Inter group	Between groups	Between groups
Goal conflict	Incompatible expected	Incompatible expected
Procedural conflict	Union – management	Union – management
Situation	Favourable or unfavourable	Favourable or unfavourable
Attitude	Positive or negative	Positive or negative

True/False

Question	There is no scope for dilemmas in intra personal conflicts.
Correct Answer	False
Your Answer	False

Multiple Choice Single Answer

Question	Supportive Organization
Correct Answer	Believes that employees have the skill and the will to contribute to the organizational efforts
Your Answer	Believes that employees have the skill and the will to contribute to the organizational efforts

Multiple Choice Single Answer

Question	Organization is a social system
Correct Answer	where the value system ,customs etc. conform to those of the society at large
Your Answer	where the value system ,customs etc. conform to those of the society at large

Multiple Choice Single Answer

Question	These days stress is
Correct Answer	Ubiquitous
Your Answer	Ubiquitous

Multiple Choice Single Answer

Question	Stress is an
Correct Answer	Adaptive response
Your Answer	Adaptive response

True/False

Question	A strange culture is better able to learn from it's past.
Correct Answer	True
Your Answer	True

True/False

Question	The use of tobacco with alcohol is good for health
Correct Answer	False
Your Answer	False

True/False

Question	Participative leaders decentralize authority
Correct Answer	True
Your Answer	True

True/False

Question	Free Rein leaders avoid power and responsibility
Correct Answer	True
Your Answer	True

Select The Blank

Question	An option is an expression of an _____ judgment regarding a _____ topic
Correct Answer	evaluative
Your Answer	evaluative
Correct Answer	specific
Your Answer	conflict

Select The Blank

Question	High _____ among group members result in high group _____
Correct Answer	affiliation
Your Answer	affiliation
Correct Answer	cohesiveness
Your Answer	cohesiveness

Select The Blank

Question	Hygiene factors are _____ for _____
Correct Answer	necessary
Your Answer	necessary
Correct Answer	Performance
Your Answer	Performance

Multiple Choice Single Answer

Question	To over come the problem of resistance manager need to
Correct Answer	Motivate concerned employees
Your Answer	Motivate concerned employees

Select The Blank

Question	An organization that _____ formality, rules, and _____ coordination has a bureaucrat culture.
Correct Answer	values
Your Answer	values
Correct Answer	hierarchical
Your Answer	hierarchical

Select The Blank

Question	_____ attitude is also a _____ of the trust in the communicator by the employees.
Correct Answer	Changing
Your Answer	Changing
Correct Answer	function
Your Answer	Changing

Select The Blank

Question	Work curve can be _____ by using measures of _____ and time
Correct Answer	Plotted
Your Answer	Plotted
Correct Answer	Production

Your Answer Production

Select The Blank

Question Fatigue can be defined as the _____ of the _____ as a result of continuous physical activity

Correct Answer tiredness

Your Answer tiredness

Correct Answer body

Your Answer body

Select The Blank

Question A worker with a _____ attitude towards his _____ is much less likely to slacken pace on the job

Correct Answer favourable

Your Answer favourable

Correct Answer supervisor

Your Answer supervisor

Select The Blank

Question Physical surrounding like _____, colour, _____ affects production

Correct Answer noise

Your Answer noise

Correct Answer temperature

Your Answer temperature

Select The Blank

Question Accommodation may represents an _____ act, a long term strategy to encourage _____ by others or a submission to the wishes of others

Correct Answer unselfish

Your Answer co-operation

Correct Answer co-operation

Your Answer co-operation

Select The Blank

Question	People fear _____ unemployment, reduced work hour, demotion, reduced change and reduced incentives and _____ change.
Correct Answer	technological
Your Answer	technological
Correct Answer	resist
Your Answer	resist

Multiple Choice Single Answer

Question	success of the organization depends
Correct Answer	on the pattern of communication
Your Answer	on the pattern of communication

Multiple Choice Single Answer

Question	Informal communication
Correct Answer	controls behaviour
Your Answer	none of the above

Multiple Choice Single Answer

Question	For many organizations their work group is a primary source for
Correct Answer	social interaction
Your Answer	none of the above

Match The Following

Question	Correct Answer	Your Answer
simplify messages if possible	keep it short and simple	keep it short and simple
multiple channel is used	if one failed other can be used	if one failed other can be used
choose channels	with less noise and distortion	with less noise and distortion
practice empathy	put yourself in the recipient's shoes	put yourself in the recipient's shoes
assume differences	until similarity is proven	until similarity is proven

True/False

Question	Adjourning is the termination of work behaviour
Correct Answer	True
Your Answer	True

True/False

Question	For many employees, their work group is a primary source for social interaction
Correct Answer	True
Your Answer	True

True/False

Question	Try to see other person as he or she really is
Correct Answer	True
Your Answer	True

Multiple Choice Multiple Answer

Question	Sources of personality difference related to important factors like
Correct Answer	Heredity , Culture , Family
Your Answer	Heredity , Culture , Family , Nature of job

Multiple Choice Multiple Answer

Question	Human beings consciously tries to avoid
Correct Answer	Pain , Discomfort , Sorrow
Your Answer	Pain , Discomfort , Sorrow

Multiple Choice Multiple Answer

Question	Primary motives are
Correct Answer	Basic , Physically based , unlearned
Your Answer	Psychologically based , unlearned

Multiple Choice Multiple Answer

Question	According to modern psychologists human behaviour is
Correct Answer	unconscious , sparked by a motion , to satisfy needs
Your Answer	sparked by a motion , conscious

Multiple Choice Multiple Answer

Question	Hedonism means
Correct Answer	Humans are rational , Human behavior is deliberate , Human consciously avoid pain
Your Answer	Humans are rational , Human behavior is deliberate , Human consciously avoid pain

Multiple Choice Multiple Answer

Question	Process oriented remedies for group think are
Correct Answer	Use subgroups to develop alternative and compare solutions , Compare to other organization's solutions , Hold "Second chance" meetings
Your Answer	Use subgroups to develop alternative and compare solutions , Compare to other organization's solutions , Hold "Second chance" meetings

Multiple Choice Multiple Answer

Question	Disadvantage of autocratic leadership
Correct Answer	Frustration develops , Dissatisfaction develops , Conflict develops
Your Answer	Frustration develops , Dissatisfaction develops , Conflict develops , Freedom lost

Multiple Choice Multiple Answer

Question	Internal forces that cause change in the organizations are related to
Correct Answer	Methods and procedures. , Work standards. , None of above.
Your Answer	Machinery and equipments. , Methods and procedures. , Work standards.

Multiple Choice Multiple Answer

Question	Market changes with respect to change include
Correct Answer	Rapidly changing needs and desires of consumer. , Competition for new products. , New desires of consumer.
Your Answer	Rapidly changing needs and desires of consumer. , Competition for new products. , New desires of consumer.

Multiple Choice Multiple Answer

Question	Changing task includes
Correct Answer	Job enrichment , Job specification , Job redefinition
Your Answer	Job enrichment

Multiple Choice Multiple Answer

Question	. receivers assess can be understood by
Correct Answer	practicing empathy with receiver , encourage questions , feedback , watch for signs of information overload
Your Answer	practicing empathy with receiver , encourage questions , feedback

Multiple Choice Multiple Answer

Question	Alarm reaction
Correct Answer	Initial , Shock phase , Resistance is lowered
Your Answer	Initial , Resistance is lowered

Multiple Choice Single Answer

Question	Written communication is a
Correct Answer	Non-Direct Communication
Your Answer	Direct Communication

Multiple Choice Single Answer

Question	The most effective way of communication
Correct Answer	Written
Your Answer	Visual

Multiple Choice Single Answer

Question	It can be used as legal record which may be used in the court of law
Correct Answer	Written communication
Your Answer	Written communication

Multiple Choice Single Answer

Question	It is important to study personality because it helps
Correct Answer	To understand, predict and control behaviour in the organization.
Your Answer	To make human resource planning.

True/False

Question	Super ego is the moralistic segment of the human personality.
Correct Answer	True
Your Answer	True

True/False

Question	There is no relationship between five personality factors and job performance.
Correct Answer	False
Your Answer	False

Multiple Choice Single Answer

Question	Perception is a Process
Correct Answer	By which individuals organize and interpret meaning of environment

Your Answer By which individuals organize and interpret meaning of environment

Multiple Choice Single Answer

Question Positive situation combined with negative one

Correct Answer Approach - Avoidance

Your Answer Approach - Avoidance

True/False

Question There is no connection between morale, attitude & productivity.

Correct Answer False

Your Answer False

True/False

Question Boredom can be reduced but at a great loss in efficiency.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Intra personal conflict

Correct Answer Approach – Approach conflict

Your Answer Approach – Approach conflict

Multiple Choice Single Answer

Question Human beings are

Correct Answer Susceptible to stress

Your Answer Susceptible to stress

Multiple Choice Single Answer

Question These days stress is

Correct Answer Ubiquitous

Your Answer Ubiquitous

True/False

Question Problems should be diagnosed accurately for the change process.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Stress is an

Correct Answer Adaptive response

Your Answer Adaptive response

Match The Following

Question	Correct Answer	Your Answer
Benevolent leader	Heavily oriented towards production	Heavily oriented towards production
Consultative leader	Some involvement of subordinates in decision making	Amount of freedom available to subordinates
Democratic leader	Complete trust and confidence	Complete trust and confidence
Leadership actions are related to degree of authority used by managers and	Amount of freedom available to subordinates	Some involvement of subordinates in decision making
Leadership makes difference between	Success and failure	Success and failure

Multiple Choice Single Answer

Question Edward K Strong Jr. branched industrial psychology into guidance on

Correct Answer Vocational interest

Your Answer Vocational interest

True/False

Question As the Supervisory level the requirement of technical skills is the highest

Correct Answer True

Your Answer True

True/False

Question Negative leaders display authority in the false belief that it frightens everyone into productivity

Correct Answer True

Your Answer True

Select The Blank

Question	The _____ of stimuli implies that the more intense the _____ audio or visual, the more is the likelihood it will be perceived
Correct Answer	intensity
Your Answer	intensity
Correct Answer	stimulus
Your Answer	appearance

Select The Blank

Question	_____ factor that influences _____ is the role of the brain of an individual
Correct Answer	Biological
Your Answer	Biological
Correct Answer	personality
Your Answer	morale

Select The Blank

Question	_____ affects _____ in organization and other social settings in several important ways
Correct Answer	Self-esteem
Your Answer	Self-esteem
Correct Answer	behaviour
Your Answer	performance

Select The Blank

Question	_____ is of much importance for all the _____ to get their work done
Correct Answer	Motivation
Your Answer	Motivation
Correct Answer	manager
Your Answer	Employees

Select The Blank

Question	There can not be a standard _____ for understanding and solving _____ problems.
Correct Answer	solution

Your Answer	solution
Correct Answer	behavioral
Your Answer	organizational

Multiple Choice Single Answer

Question	To live longer organization need
Correct Answer	To adapt change
Your Answer	To increase market share

Multiple Choice Single Answer

Question	Strong culture organization follow the
Correct Answer	Rewarding its employees for better performance
Your Answer	Rewarding its employees for better performance

Select The Blank

Question	Attempting to _____ the _____ is t create a more effective organization.
Correct Answer	change
Your Answer	change
Correct Answer	culture
Your Answer	system

Match The Following

Question	Correct Answer	Your Answer
Incentives	Motivators	Motivators
Growth	Intrinsic desire	Intrinsic desire
Alderfer	ERG theory	ERG theory
Douglas Mc Gregor	Theory X & Y	Theory X & Y
Vroom's Theory	$M = (V * E)$	$M = (V * E)$

Select The Blank

Question	Collaborating style is the _____ approach to interpersonal conflict handling. Person using this style desires to _____ joint results
----------	--

Correct Answer win – win

Your Answer win – lose

Correct Answer minimize

Your Answer minimize

Select The Blank

Question People fear unemployment, reduced work hour, demotion, reduced change and reduced incentives and _____ change.

Correct Answer technological

Your Answer technological

Correct Answer resist

Your Answer resist

Multiple Choice Single Answer

Question Group members should have a

Correct Answer Common objective

Your Answer Common objective

Select The Blank

Question Groups are _____ part of any organization and have an _____ on organization behaviour.

Correct Answer integral

Your Answer integral

Correct Answer impact

Your Answer impact

Multiple Choice Single Answer

Question The most tried and effective downward communication is to communicate orally and

Correct Answer then follow up in writing

Your Answer then follow up in writing

True/False

Question In the norming stage team members set the rules by which the team will operate.

Correct Answer True

Your Answer	True
-------------	------

True/False

Question	The message is encoded and is passed by way of some medium (channel) to the receiver, who retranslates (decodes) the message initiated by the sender
Correct Answer	True
Your Answer	True

Multiple Choice Multiple Answer

Question	Hawthorne western electric company
Correct Answer	Bared at Chicago , Manufactured equipment for the bell telephone system , 30000 workers
Your Answer	30000 workers

Multiple Choice Multiple Answer

Question	Basic OB concepts take into consideration
Correct Answer	Nature of people , Nature of organization
Your Answer	Nature of people , Nature of organization

Multiple Choice Multiple Answer

Question	The cost of tensions and worries created by wrong kind of personalities are enormous in terms of.
Correct Answer	Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.
Your Answer	Employee-employer relation. , Supervisor-subordinate relation. , Group relations

Multiple Choice Multiple Answer

Question	Ego reduces tension by performing task of
Correct Answer	Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes
Your Answer	Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes

Multiple Choice Multiple Answer

Question	Needs are
Correct Answer	Ubiquitous , Dominate behaviour , Recurrent
Your Answer	Ubiquitous , Dominate behaviour , Recurrent

Multiple Choice Multiple Answer

Question	Secondary motives
Correct Answer	Power , Affiliation , Achievement
Your Answer	Affiliation , Achievement , Power

Multiple Choice Multiple Answer

Question	Groups
Correct Answer	Intergral part of any organization , Influence individuals , Have a impact on organization behaviour
Your Answer	Intergral part of any organization , Influence individuals , Have a impact on organization behaviour

Multiple Choice Multiple Answer

Question	Democratic leader
Correct Answer	Trusts subordinates , Open to all , Formal / informal communication
Your Answer	Trusts subordinates , Open to all , Formal / informal communication

Multiple Choice Multiple Answer

Question	Styles of leadership
Correct Answer	Autocratic , Democratic , Free rein
Your Answer	Autocratic , Democratic , Free rein

Multiple Choice Multiple Answer

Question	Any organizational culture takes place when members shares knowledge and develop ways of coping with issues of
Correct Answer	Internal integration , Setting specific targets to achieve , External adaptation
Your Answer	Internal integration , Setting specific targets to achieve , External adaptation

Multiple Choice Multiple Answer

Question	Upward communication is used
Correct Answer	to provide feedback to higher-ups , inform them of progress , relay current problems
Your Answer	to provide feedback to higher-ups , inform them of progress , relay current problems

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

True/False

Question	Organizational commitment by employees does not lead to loyalty.
Correct Answer	False
Your Answer	False

Multiple Choice Single Answer

Question	External attention Factors are
Correct Answer	The factors that are within the situation
Your Answer	he factors which are inherent in an individual

Multiple Choice Single Answer

Question	Regression
Correct Answer	Superior throwing file in anger
Your Answer	Rationale

True/False

Question	Job enlargement means adding other task to the job.
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	Conflict management helps to understand
Correct Answer	Nature and origin of conflict
Your Answer	Personality bias

Multiple Choice Single Answer

Question	Conflict is a
Correct Answer	Natural disagreement
Your Answer	Natural disagreement

Match The Following

Question	Correct Answer	Your Answer
----------	----------------	-------------

Inter group	Between groups	Between groups
Goal conflict	Incompatible expected	Incompatible expected
Procedural conflict	Union – management	Union – management
Situation	Favourable or unfavourable	Favourable or unfavourable
Attitude	Positive or negative	Positive or negative

True/False

Question	There is no scope for dilemmas in intra personal conflicts.
Correct Answer	False
Your Answer	False

Multiple Choice Single Answer

Question	Supportive Organization
Correct Answer	Believes that employees have the skill and the will to contribute to the organizational efforts
Your Answer	Believes that employees have the skill and the will to contribute to the organizational efforts

Multiple Choice Single Answer

Question	Organization is a social system
Correct Answer	where the value system ,customs etc. conform to those of the society at large
Your Answer	where the value system ,customs etc. conform to those of the society at large

Multiple Choice Single Answer

Question	These days stress is
Correct Answer	Ubiquitous
Your Answer	Ubiquitous

Multiple Choice Single Answer

Question	Stress is an
Correct Answer	Adaptive response
Your Answer	Adaptive response

True/False

Question	A strange culture is better able to learn from it's past.
Correct Answer	True
Your Answer	True

True/False

Question	The use of tobacco with alcohol is good for health
Correct Answer	False
Your Answer	False

True/False

Question	Participative leaders decentralize authority
Correct Answer	True
Your Answer	True

True/False

Question	Free Rein leaders avoid power and responsibility
Correct Answer	True
Your Answer	True

Select The Blank

Question	An option is an expression of an _____ judgment regarding a _____ topic
Correct Answer	evaluative
Your Answer	evaluative
Correct Answer	specific
Your Answer	conflict

Select The Blank

Question	High _____ among group members result in high group _____
Correct Answer	affiliation
Your Answer	affiliation
Correct Answer	cohesiveness
Your Answer	cohesiveness

Select The Blank

Question	Hygiene factors are _____ for _____
Correct Answer	necessary
Your Answer	necessary
Correct Answer	Performance
Your Answer	Performance

Multiple Choice Single Answer

Question	To over come the problem of resistance manager need to
Correct Answer	Motivate concerned employees
Your Answer	Motivate concerned employees

Select The Blank

Question	An organization that _____ formality, rules, and _____ coordination has a bureaucrat culture.
Correct Answer	values
Your Answer	values
Correct Answer	hierarchical
Your Answer	hierarchical

Select The Blank

Question	_____ attitude is also a _____ of the trust in the communicator by the employees.
Correct Answer	Changing
Your Answer	Changing
Correct Answer	function
Your Answer	Changing

Select The Blank

Question	Work curve can be _____ by using measures of _____ and time
Correct Answer	Plotted
Your Answer	Plotted
Correct Answer	Production

Your Answer Production

Select The Blank

Question Fatigue can be defined as the _____ of the _____ as a result of continuous physical activity

Correct Answer tiredness

Your Answer tiredness

Correct Answer body

Your Answer body

Select The Blank

Question A worker with a _____ attitude towards his _____ is much less likely to slacken pace on the job

Correct Answer favourable

Your Answer favourable

Correct Answer supervisor

Your Answer supervisor

Select The Blank

Question Physical surrounding like _____, colour, _____ affects production

Correct Answer noise

Your Answer noise

Correct Answer temperature

Your Answer temperature

Select The Blank

Question Accommodation may represents an _____ act, a long term strategy to encourage _____ by others or a submission to the wishes of others

Correct Answer unselfish

Your Answer co-operation

Correct Answer co-operation

Your Answer co-operation

Select The Blank

Question	People fear _____ unemployment, reduced work hour, demotion, reduced change and reduced incentives and _____ change.
Correct Answer	technological
Your Answer	technological
Correct Answer	resist
Your Answer	resist

Multiple Choice Single Answer

Question	success of the organization depends
Correct Answer	on the pattern of communication
Your Answer	on the pattern of communication

Multiple Choice Single Answer

Question	Informal communication
Correct Answer	controls behaviour
Your Answer	none of the above

Multiple Choice Single Answer

Question	For many organizations their work group is a primary source for
Correct Answer	social interaction
Your Answer	none of the above

Match The Following

Question	Correct Answer	Your Answer
simplify messages if possible	keep it short and simple	keep it short and simple
multiple channel is used	if one failed other can be used	if one failed other can be used
choose channels	with less noise and distortion	with less noise and distortion
practice empathy	put yourself in the recipient's shoes	put yourself in the recipient's shoes
assume differences	until similarity is proven	until similarity is proven

True/False

Question	Adjourning is the termination of work behaviour
Correct Answer	True
Your Answer	True

True/False

Question	For many employees, their work group is a primary source for social interaction
Correct Answer	True
Your Answer	True

True/False

Question	Try to see other person as he or she really is
Correct Answer	True
Your Answer	True

Multiple Choice Multiple Answer

Question	Sources of personality difference related to important factors like
Correct Answer	Heredity , Culture , Family
Your Answer	Heredity , Culture , Family , Nature of job

Multiple Choice Multiple Answer

Question	Human beings consciously tries to avoid
Correct Answer	Pain , Discomfort , Sorrow
Your Answer	Pain , Discomfort , Sorrow

Multiple Choice Multiple Answer

Question	Primary motives are
Correct Answer	Basic , Physically based , unlearned
Your Answer	Psychologically based , unlearned

Multiple Choice Multiple Answer

Question	According to modern psychologists human behaviour is
Correct Answer	unconscious , sparked by a motion , to satisfy needs
Your Answer	sparked by a motion , conscious

Multiple Choice Multiple Answer

Question	Hedonism means
Correct Answer	Humans are rational , Human behavior is deliberate , Human consciously avoid pain
Your Answer	Humans are rational , Human behavior is deliberate , Human consciously avoid pain

Multiple Choice Multiple Answer

Question	Process oriented remedies for group think are
Correct Answer	Use subgroups to develop alternative and compare solutions , Compare to other organization's solutions , Hold "Second chance" meetings
Your Answer	Use subgroups to develop alternative and compare solutions , Compare to other organization's solutions , Hold "Second chance" meetings

Multiple Choice Multiple Answer

Question	Disadvantage of autocratic leadership
Correct Answer	Frustration develops , Dissatisfaction develops , Conflict develops
Your Answer	Frustration develops , Dissatisfaction develops , Conflict develops , Freedom lost

Multiple Choice Multiple Answer

Question	Internal forces that cause change in the organizations are related to
Correct Answer	Methods and procedures. , Work standards. , None of above.
Your Answer	Machinery and equipments. , Methods and procedures. , Work standards.

Multiple Choice Multiple Answer

Question	Market changes with respect to change include
Correct Answer	Rapidly changing needs and desires of consumer. , Competition for new products. , New desires of consumer.
Your Answer	Rapidly changing needs and desires of consumer. , Competition for new products. , New desires of consumer.

Multiple Choice Multiple Answer

Question	Changing task includes
Correct Answer	Job enrichment , Job specification , Job redefinition
Your Answer	Job enrichment

Multiple Choice Multiple Answer

Question	. receivers assess can be understood by
Correct Answer	practicing empathy with receiver , encourage questions , feedback , watch for signs of information overload
Your Answer	practicing empathy with receiver , encourage questions , feedback

Multiple Choice Multiple Answer

Question	Alarm reaction
Correct Answer	Initial , Shock phase , Resistance is lowered
Your Answer	Initial , Resistance is lowered

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Multiple Answer

Question	What are the categories of stress as stated by Dr.Pestonji?
Correct Answer	Distress , Eustress , Hypo stress
Your Answer	Distress , Eustress , Hypo stress

Select The Blank

Question	The multinationals which come on the Indian scene enjoy superior resources in terms of _____ technology as well as market network.
Correct Answer	money
Your Answer	money

True/False

Question	Usually, the subordinates prefer the democratic leader.
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	Which theory assumes that the manager's role is to coerce and control employees?
Correct Answer	Theory X
Your Answer	Theory X

True/False

Question	Employees and organization can prosper if they help each other.
Correct Answer	True
Your Answer	True

True/False

Question	The purpose should be expressed only after the communication process is completed.
Correct Answer	False
Your Answer	False

Multiple Choice Multiple Answer

Question	Commanlities and differences suggest in certain respects, every person is like
Correct Answer	All other people , Some other people , No other person
Your Answer	All other people , Some other people , No other person

Multiple Choice Multiple Answer

Question	Basic Organizational Behaviour concepts take into consideration
Correct Answer	Nature of people , Nature of technology , Nature of organization
Your Answer	Nature of people , Nature of organization

Select The Blank

Question	The relationship in which one person influences others to work together willingly on related tasks is known as _____.
Correct Answer	Leadership
Your Answer	Mentor

Multiple Choice Single Answer

Question	In Organizational Behaviour, 'caused behaviour' means
Correct Answer	By his own behaviour, a manager can affect how an employee behaves.
Your Answer	By his own behaviour, a manager can affect how an employee behaves.

Multiple Choice Multiple Answer

Question	According to Frennd the human mind is composed of
Correct Answer	Preconscious mind , Conscious mind , Unconscious mind
Your Answer	Preconscious mind , Conscious mind , Unconscious mind

Multiple Choice Multiple Answer

Question	The cost of tensions and worries created by wrong kind of personalities are enormous in terms of.
Correct Answer	Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.
Your Answer	Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.

Multiple Choice Single Answer

Question	"The difference between organizational behaviour and human relations is that of between a pathologist and a physician." Who said this?
----------	--

Correct Answer Keith Davis

Your Answer Keith Davis

Multiple Choice Single Answer

Question In Bank wiring room studies were carried out by:

Correct Answer an observer and an interviewer

Your Answer a control and an experimental group

Multiple Choice Multiple Answer

Question Identify the process influence personality development.

Correct Answer Socialization process , Identification process

Your Answer Socialization process , Home environment , Identification process

Multiple Choice Single Answer

Question Multiple Choice Single Response

Correct Answer Leader

Your Answer Leader

Multiple Choice Single Answer

Question What is the other name for vertical job loading?

Correct Answer Job enrichment

Your Answer Job enlargement

Multiple Choice Single Answer

Question It can be inferred from Hawthorne studies that in determining productivity a vital role was played by:

Correct Answer Quality of supervision

Your Answer Physical work environment

Multiple Choice Single Answer

Question The stage which relates to development of decision making abilities, interpersonal and technical competencies is known as :

Correct Answer Storming

Your Answer Storming

True/False

Question	Productivity can be high inspite of morale being low because of the rigid management control system.
Correct Answer	True
Your Answer	True

Multiple Choice Multiple Answer

Question	Organizational objectives can be achieved by
Correct Answer	Group work , Division of labour , Hierarchy of authority
Your Answer	Group work , Division of labour , Hierarchy of authority

Select The Blank

Question	According to Peter F.Drucker, the basic and scarcest resource of any business enterprise is _____.
Correct Answer	Business leaders
Your Answer	Shop floor workers

Select The Blank

Question	Manager's role changed from that of a leader to that of partner in a _____ type of organization.
Correct Answer	Collegial
Your Answer	Collegial

Select The Blank

Question	The medium through which the message travels is known as _____.
Correct Answer	Channel
Your Answer	Channel

Multiple Choice Single Answer

Question	A communication media is said to rich when which of the given parameters are satisfied?
Correct Answer	It facilitates rapid feedback
Your Answer	It facilitates rapid feedback

Multiple Choice Multiple Answer

Question	Ego controls
Correct Answer	The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.

Your Answer The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.

Multiple Choice Multiple Answer

Question Select the needs which are discussed by the need hierarch theory.

Correct Answer Physiological needs , Security needs , Self realization needs

Your Answer Physiological needs , Security needs , Self realization needs

Multiple Choice Multiple Answer

Question The major contributors to the development of Organizational Behaviour are:

Correct Answer Industrial psychology , Scientific management movement , Human relations movement

Your Answer Industrial psychology , Scientific management movement , Human relations movement

Multiple Choice Multiple Answer

Question Select the organizational stressors which are intrinsic to the job.

Correct Answer Boredom , Time pressures and deadlines , Exorbitant work demands

Your Answer Boredom , Time pressures and deadlines , Exorbitant work demands

Select The Blank

Question The hypo stress is often experienced by _____ people.

Correct Answer Retired

Your Answer Retired

Select The Blank

Question The discipline of Organizational _____ tries to synchronize internal organizational environment with external social environment.

Correct Answer Behaviour

Your Answer Culture

Match The Following

Question	Correct Answer	Your Answer
Kurt Lewin	Father of group dynamics	Father of group dynamics
Katz and Kahn	Advocated varied meanings of leadership	Advocated varied meanings of leadership

Keith Davis	Defined leadership as human factor that binds people together	Defined leadership as human factor that binds people together
Ronald Lippitt and Ralph K.	Series of pioneering leadership studies	Series of pioneering leadership studies

Multiple Choice Multiple Answer

Question	Major determinants of personality
Correct Answer	Biological , Situation
Your Answer	Biological , Cultural , Situation

True/False

Question	All parts of the organizational system are independent.
Correct Answer	False
Your Answer	False

True/False

Question	The Porter-Lawler model states that effort necessarily leads to performance and satisfaction.
Correct Answer	False
Your Answer	False

Multiple Choice Multiple Answer

Question	Organizational socialization includes
Correct Answer	Developing competencies , Developing organizational values , Developing social and working relationship
Your Answer	Developing organizational values , Developing social and working relationship

Select The Blank

Question	When an autocratic leader chooses to give rewards to his employees, then his style becomes _____-autocratic style.
Correct Answer	Benevolent
Your Answer	Benevolent

Multiple Choice Multiple Answer

Question	Cultural diversity brings with it concerns like
Correct Answer	Intra organizational conflicts , Communication difficulties , Intra organizational Turnovers
Your Answer	Intra organizational conflicts , Communication difficulties , Intra organizational Turnovers

Multiple Choice Multiple Answer

Question	The four different models of organizational behaviour denote:
Correct Answer	The responses of the employees to the various orientations of the managers , The general behavioural climate prevailing in the manager-employee relationship , The evolution of the thinking and behaviour of the management and the managers alike
Your Answer	The responses of the employees to the various orientations of the managers , The general behavioural climate prevailing in the manager-employee relationship

Select The Blank

Question	The _____ job loading is also known as job enlargement.
Correct Answer	Horizontal
Your Answer	Sideways

True/False

Question	Promotion is recognition of one's capabilities to shoulder higher responsibilities.
Correct Answer	True
Your Answer	True

Match The Following

Question	Correct Answer	Your Answer
Wagner Act	Labour movement	Labour movement
Scientific Management movement	Wage payment plans	Wage payment plans
Hawthorne Experiments	Human relations	Human relations
Hugo Munsteberg	Psychology and industrial efficiency	Psychology and industrial efficiency

True/False

Question	Organisations are defined as group of people, who come together to achieve uncommon objectives.
Correct Answer	False
Your Answer	False

Multiple Choice Single Answer

Question	Hawthorne studies point out that:
----------	-----------------------------------

Correct Answer	The need for recognition and security exert greater impact on productivity than the physical working conditions.
Your Answer	The need for recognition and security exert greater impact on productivity than the physical working conditions.

True/False

Question	The research has shown that even the minor or trivial occurrences in life can create stress.
Correct Answer	True
Your Answer	True

Multiple Choice Multiple Answer

Question	The features of the relationship oriented role called gate keeping are :
Correct Answer	Helping to keep communication channels open , Facilitatign the participation of others , Suggesting procedures that permit sharing remarks
Your Answer	Helping to keep communication channels open , Facilitatign the participation of others , Suggesting procedures that permit sharing remarks

Multiple Choice Single Answer

Question	Multiple Choice Single Response
Correct Answer	Authoritarian
Your Answer	Laissez Faire

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Multiple Answer

Question The cost of tensions and worries created by wrong kind of personalities are enormous in terms of.

Correct Answer Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.

Your Answer Employee-employer relation. , Peers relations.

Multiple Choice Multiple Answer

Question Commanlities and differences suggest in certain respects, every person is like

Correct Answer All other people , Some other people , No other person

Your Answer Some other people , No other person

Multiple Choice Multiple Answer

Question Major determinants of personality

Correct Answer Biological , Situation

Your Answer Biological , Cultural , Situation

True/False

Question Valence refers to the degree of favourableness or unfavourableness towards object.

Correct Answer True

Your Answer True

Match The Following

Question	Correct Answer	Your Answer
----------	----------------	-------------

Attitude	Respond	Expression
----------	---------	------------

Value Judgment	Behaviour	
----------------	-----------	--

Opinion	Expression	Judgment
---------	------------	----------

Personality	Behaviour	Respond
-------------	-----------	---------

True/False

Question Hearing and seeing do not influence perception

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question Theory of unconscious behaviour

Correct Answer Sigmund Freud

Your Answer Sigmund Freud

Multiple Choice Single Answer

Question Insecurity makes a man
Correct Answer Under-productive
Your Answer Under-productive

True/False

Question Job enlargement means adding other task to the job.
Correct Answer True
Your Answer True

Multiple Choice Single Answer

Question Our perceptions are
Correct Answer different
Your Answer different

True/False

Question Pressure for change are created only outside and not inside the organization.
Correct Answer False
Your Answer False

True/False

Question Participative management style facilitate implementing change in organization.
Correct Answer True
Your Answer True

True/False

Question Leadership is one form of clominaxe in which the followers more or less willingly accept direction and control by anther person
Correct Answer True
Your Answer True

True/False

Question The Laissez Faire leadership climate produces the greatest number of aggressive acts from the group
Correct Answer True
Your Answer True

True/False

Question Conceptual skill is the ability to work effectively with people and to build teamwork
Correct Answer False
Your Answer True

True/False

Question As the Supervisory level the requirement of technical skills is the highest

Correct Answer True
Your Answer False

True/False

Question Participative leaders decentralize authority
Correct Answer True
Your Answer True

Multiple Choice Single Answer

Question Giving a person an opportunity to talk an air his grievances had a positive impact on his
Correct Answer Morale
Your Answer Morale

Match The Following

Question	Correct Answer	Your Answer
Organizational behavior helps to understand the importance of the organization	Human elements in the organization	Human elements in the organization
Organizational objectives cannot be achieved individual	By an individual or a small group of individual	By an individual or a small group of individual
Organizations show	Hierarchy of authority	Hierarchy of authority
In a organization there is constant interaction technology	Between people structure an technology	Between people structure an technology
Every organization contains a blue behaviour at work	Print of human behaviour at work	Print of human behaviour at work

Select The Blank

Question _____ affects _____ in organization and other social settings in several important ways
Correct Answer Self-esteem
Your Answer Self-esteem
Correct Answer behaviour
Your Answer morale

Select The Blank

Question _____ changes may be roughly classified into _____ and incongruent changes
Correct Answer Attitude
Your Answer positive
Correct Answer congruent
Your Answer congruent

Select The Blank

Question Intra personal _____ is the result of _____ needs
Correct Answer conflict
Your Answer conflict

Correct Answer unsatisfied
Your Answer unsatisfied

Select The Blank

Question Human _____ is _____
Correct Answer behaviour
Your Answer behaviour
Correct Answer rational
Your Answer rational

Select The Blank

Question Organizational behavior is the _____ and _____ of knowledge
Correct Answer study
Your Answer study
Correct Answer application
Your Answer application

Select The Blank

Question High levels of _____ taking, _____ and credibility characterize an entrepreneurial culture.
Correct Answer risk
Your Answer risk
Correct Answer dynamism
Your Answer dynamism

Select The Blank

Question Organizational _____ is the _____ process by which an organization brings a new employee into its culture
Correct Answer socialization
Your Answer socialization
Correct Answer systematic
Your Answer systematic

Select The Blank

Question When our _____ is _____ we are very likely to resist vigorously, any attempt to change our attitude.
Correct Answer self-esteem
Your Answer self-esteem
Correct Answer threatened
Your Answer threatened

Select The Blank

Question A worker with a _____ attitude towards his _____ is much less likely to slacken pace on the job
Correct Answer favourable
Your Answer favourable

Correct Answer supervisor
Your Answer supervisor

Multiple Choice Single Answer

Question Potency
Correct Answer Capable of being effective
Your Answer Capable of being effective

Multiple Choice Single Answer

Question Self – managed teams
Correct Answer Perform a variety of managerial tasks
Your Answer Perform a variety of managerial tasks

Multiple Choice Single Answer

Question Task oriented roles include
Correct Answer Seeking information or opinions
Your Answer Harmonizing

Multiple Choice Single Answer

Question The informal communication network is called
Correct Answer Grapevine
Your Answer Grapevine

Multiple Choice Single Answer

Question Formal communication is
Correct Answer from top to bottom
Your Answer from top to bottom

Select The Blank

Question _____ can be classified as formal group and _____ group .
Correct Answer group
Your Answer group
Correct Answer informal
Your Answer informal

Multiple Choice Single Answer

Question The most tried and effective downward communication is to communicate orally and
Correct Answer then follow up in writing
Your Answer then follow up in writing

Multiple Choice Multiple Answer

Question Rewards
Correct Answer Motivate employees , Encourages , Feel honoured
Your Answer Motivate employees , Encourages , Feel honoured

Multiple Choice Multiple Answer

Question Productivity declines because of

Correct Answer Fatigue , Boredom , Monotony

Your Answer Fatigue , Boredom

Multiple Choice Multiple Answer

Question People with strong feeling of boredom

Correct Answer Dislike routine activity , Prefer leisure activities , Show lack of satisfaction

Your Answer Dislike routine activity , Show lack of satisfaction

Multiple Choice Multiple Answer

Question Organizations are said to be a

Correct Answer Group of people , Having some common goal or objective , Utilize resources for attaining goal

Your Answer Group of people , Having some common goal or objective , Utilize resources for attaining goal

Multiple Choice Multiple Answer

Question Benevolent - Authoritative leader

Correct Answer Trust's his subordinates , Has confidence in subordinates , Uses formal communication

Your Answer Trust's his subordinates , Has confidence in subordinates

Multiple Choice Multiple Answer

Question Steps to be taken for introducing change in the organization.

Correct Answer Recognise the forces demanding change , Recognise the need for the change , Finding loopholes.

Your Answer Recognise the forces demanding change , Recognise the need for the change

Multiple Choice Multiple Answer

Question Changing task includes

Correct Answer Job enrichment , Job specification , Job redefinition

Your Answer Job redefinition , Transfer from one department to another

Multiple Choice Multiple Answer

Question organizational socialization includes

Correct Answer Developing competencies , Developing organizational values , Developing social and working relationship

Your Answer Developing organizational values , Developing social and working relationship

Multiple Choice Multiple Answer

Question Individual personality traits that serve as hurdle in communication

Correct Answer low adjustments , low sociability , low agreeableness

Your Answer low adjustments , low sociability , low agreeableness

Multiple Choice Multiple Answer

Question Love your body means

Correct Answer Have a regular medical checkup , Do exercise regularly , Don't touch tobacco

Your Answer Have a regular medical checkup , Do exercise regularly

Multiple Choice Multiple Answer

Question General adaptation syndrome

Correct Answer Alarm reaction , Resistance reaction , State of exhaustion

Your Answer State of exhaustion

Multiple Choice Multiple Answer

Question Stage of resistance

Correct Answer Maximum adaptation , Alarm reaction disappears , Resistance increases

Your Answer Maximum adaptation

Organizational Behaviour and Organizational Culture

Q1. Why should every manager study the discipline of OB?

Answer :

Organizations are the grand strategies created to bring order to a concerted effort for the achievement of certain objectives and goals. Since, an individual cannot achieve these objectives or a small group of individuals, there are in the notion of the organization the concepts of division of labour, hierarchy of authority etc.

Since an individual cannot achieve these objectives of the organization, it is necessary that many people be harnessed in the pursuit of an organization.

This is taken care by the manager of an organization. This is achieved by creating a structure. The people in a structure work with the help of technology. In order that this relationship bears fruits, every organization contains a blue print of human behaviour at work. The organization rules, regulations, and procedures are complicated enough. Added to this are technology and structure. Together these

Three facets make understanding of the human behaviour at work complex.

Furthermore, of all the inputs of an organization the people are the most important

Of all. This human behaviour if handled properly by the manager, two plus two can be five. Or else it can be three. It is therefore important for the manager not only to understand human behaviour properly but also to harness that understanding for the good of the organization. It is a fact that no manager can be much more efficient than the sum of the efficiencies of the people working with him. It therefore becomes necessary for him to study human behaviour within the context of an organization,

Having understood it to try predicting the human behaviour and having predicted it to try to control it. The responsibility to do this fell squarely on the shoulders of every manager. In order for the manager to be effective he should understand the behavioral angularities of the employees. In a nutshell to be efficient and to be a effective manager cannot be contended with having the knowledge of his area of work only. It is expected of the manager that he hit the bull's eye in the first attempt itself. Therefore, every manager irrespective of his specialty the functional area should study the discipline of Organizational behaviour.

Q3. a) Why it is easy to motivate employees?

Answer :

Given this assumption of human behaviour, it is very easy to motivate employees. Whenever certain behaviour is to be encouraged give rewards; whenever certain behaviour is to be discouraged give punishment. This is the theory of "reward & punishment". Unfortunately this takes a simplistic view of human behaviour. Human is not always motivated either by reward or by punishment or both. Adherence to 'reward & punishment' or 'carrot and the stick' as it is some times called, dose not cause continuance of desired and sustained behaviour over a longer time.

3.b) Explain "Primary" & "Secondary" motive with few examples of each.

Answer :

Primary Motives are the ones that are unlearned and are physiologically based. Defined this way the most commonly recognized primary motives include hunger, thrust, sleep avoidance of pain, sex etc.

Organizational Behaviour and Organizational Culture

General Motives are the ones that are unlearned but not physiologically based. Primary needs seek to reduce the tension or stimulation. Although not all the psychologists agree the motives such as curiosity, manipulative activity and affection etc. fall in this category.

Secondary Motives develop as a human society develops economically and becomes more complex. The examples of secondary motives are needs for power, need for affiliation, need for achievement, need for security and need for status etc.

3.c) What is coping behaviour?

Answer :

In our discussion of the characteristics of motives we had said that motives are ubiquitous. If that is so the questions arises as to how a human satisfies his motive. The concept of coping behaviour says the human changes his behaviour until he gets what he wants. The behaviour continues on the way leading to need satisfaction.

However human life is not bed of roses. Many a times situations arise in such a way that human being does not understand as to what he should do; or many times his self image is likely to be criticized by the world; or the need fulfillment gets continually blocked. When this occurs a phenomenon known as intra personal conflict arise. Intra personal conflicts are three. They are

Role conflict

Goal conflict

Frustration

Q5. What are interpersonal conflicts? Define and discuss some of the common defense mechanism with illustration.

Answer :

Intra personal conflicts are three. They are

Role conflict

Goal conflict

Frustration

Role conflict arises when a person is performing two different roles having contrary or contradictory expectations at same time. A worker who is also a worker-director is sandwiched between different expectations. On other hand he is a worker and on other hand he is a director in the board of directors. As a director he may have to concur with the decision, which may not be, from his point of view, in the interest of workers as such .If he performs his role as a worker he fails in his role as a director. Conversely if he performs his role as a worker he fails in his role as a director.

Goal conflicts:

There are types of goal conflicts. They are:

Approach – approach

Avoidance – avoidance

Approach –avoidance

Approach – Approach arises when there exist two equally positive but mutually exclusive situations. Both are equally attractive but person can choose only one of them. A person

Organizational Behaviour and Organizational Culture

receiving two equally good job offers gets into this kind of conflicts. In life somehow or the other a person makes a choice and settles down with. This kind of conflict is not known to create tensions and stress for a long time.

Avoidance – Avoidance conflict arises when there exist two equally negative situations one of which has to be accepted. For a prisoner continuing in the jail is negative but at the same time if he jail breaks there is a likelihood of his getting caught and increase in the punishment. He detests both but he has to choose either. This conflict also is not known to create stress for a long time. Somehow or the other person makes a choice and settles down with it.

Approach – Avoidance conflict is known to create stress in the mind of a person for a long time. This type of conflict arises when a positive situation is coupled with a negative one, if a person wants positive, he must choose negative too. A person wanting a promotion but not the transfer that comes in its wake faces this kind of conflict.

Frustration occurs when need fulfillment is continually blocked or when one's self image is in jeopardy. Defense mechanisms are the behaviours occurring to deal with frustration. Before we go to discuss various defense mechanisms the following points to be noted: We are discussing only some of the defense mechanisms we come across commonly at the work life.

Defense mechanisms are unconscious behaviours. These behaviours are not deliberate behaviours. They just occur.

It is only for the sake of simplicity that they discussed separately. In life there could be a mixture of different defense mechanisms in one behaviour.

In life there is no prioritizing when it comes to defense mechanisms for dealing with frustration.

These defense mechanisms serve an important function of keeping the human personality integrated.

Defense Mechanisms –

Rationalization is giving pseudo justification to explain one's failures. The common examples are sour grapes or a bad workman quarreling with his tools.

Regression is sliding back in terms of one's chronological age. Certain patterns of behaviours are learnt during the childhood that are subsequently, in the adult age, replaced by the behaviours acceptable by the society. At an unguarded moment, in the adulthood, in the flush of emotions, however these childhood behaviours take charge of the personality of the person. A superior getting angry with his subordinate and throwing files at him or a person throwing a pen because of the ink not flowing, are the examples of this defense mechanism.

Aggression is also known as emotional transference. This is giving vent to the pent up feelings by an offensive behaviour towards a third object or a person unconnected with a source of frustration. The offensive behaviour is, almost always, against the third object or the person that can not retaliate. A superior scolding his subordinate because of something happening at home is the example of this defense mechanism.

Fantasy is building castles in the air with a view to escaping from the problem situation. Fantasy is temporarily removing oneself, mentally, from the problem situation and losing oneself in the imaginary world where things happen at his best. As long as a person is his imaginary castle he is happy but some time or the other he has to come down to mother earth. When he comes out of imaginary world the problem starts pinching him again. The

Organizational Behaviour and Organizational Culture

increased frequency of fantasizing is a signal that one had better seek some help from a psychiatrist.

Resignation, flight or withdrawal is a complete surrender to the problem situation. This is accepting a situation and ceasing any effort to deal with the problem.

Q6. “Human needs that spark off on activity can be arranged in hierarchy of prepotency and probability of occurrence”. – Discuss.

Answer :

Physiological Needs:

The fulfillment of physiological needs such as thirst, hunger, sex, etc. and takes precedence over all other needs. Unlike other needs these needs have tendency of recurrence. One may postpone the fulfillment of these needs and adapt his need satisfying to suit the culture and the situation.

Safety Needs:

Once physiological needs are met these needs become important. Unlike physiological needs it looks into future. As need for food, clothing, etc. are satisfied today but what about tomorrow. Till the man is earning he can satisfy his physiological needs but what will happen when he gets old. He must have reasonable safety at that time. Pension plans, gratuity, PF, etc go basically to ensure security for the man in his old age.

Social and belongingness needs:

Man is a social being and has a need to belong and be accepted by various groups. When social needs become dominant, a person will strive for meaningful relationships. Some relationship assures that one is part of society. This need manifests itself in three forms (1) the need for status (2) the need for power and (3) the need for recognition.

Self-actualization needs:

These needs mean “what a man can be should be”. A self-actualized person has a cause, an ideology to fight for the goal set for him. He concentrated on the feedback, which is task oriented and is not taken in by the personal criticism or praise.

Criticism:

In a normal human being all the needs are not always satisfied entirely. There remains an unsatisfied corner of every need in spite of which the person seeks fulfillment of the higher need.

Q8. What do you understand by Personality? Discuss in a nutshell some theories of personality.

Answer : Personality means, “What an individual only appears to be not what he really is”. Personality factors are extremely important in organizational settings. Wrong kind of personality proves disastrous and causes undesirable tensions and worries in organizations. Personality characteristics tend to produce different emotional reactions to stress. Some people tolerate severely stressful situations, tensions and anxieties.

Some theories of personality

Sheldon's Physiognomy Theory

Sheldon presented a link between anatomic and psychological traits and characteristics of an individual with his behavior. He identifies three body types: Emorphic, Mesomorphic and Ectomorphic

Carl Jung's Extrovert-Introvert Theory

Extroverts are optimistic, outgoing, gregarious and sociable. They are basically objective, a reality oriented individual who is much more doer than thinker.

Introverts are quite, retiring, enjoying solitude, etc. These two types show extreme situations.

Few people are completely introvert or extrovert. But the mixture of these two determines the kind of overall personality on an individual.

Trait theories

It view personality from the standpoint of understanding traits. These theories included Allport, Cattell and Sheldon.

Allport emphasizes on uniqueness of personality.

Cattell developed factor concepts such as tender-mindedness, somatic anxiety, dominance etc.

Sheldon extending physical structuring that consists of endomorphs, mesomorphs and ectomorphs.

Self Theory

Carl Rogers has developed this theory that places emphasis on the individual as an initiating, creating, influential determinant of behavior within the environmental framework.

Q9. What is perception? Discuss factors influencing perception.

Kolasa defines perception as the "selection and organization of material, which stems from the outside environment at one time or the other to provide the meaningful entity we experience".

Factors that are in the situation are called "external attention factors" and those within the individual are called "internal set factors".

EXTERNAL ATTENTION FACTORS

Intensity

It implies that more intense the stimulus audio or visual, the more is the likelihood it will be perceived.

Size

Any odd size attracts attention. A great tall man attracts attention at the same time small size man also attracts attention. Although the increase in attention may not be directly proportional to the increase in size.

Organizational Behaviour and Organizational Culture

Contrast

Which stand out against the background or which, are not the people expect will receive attention. Any change in accustomed atmosphere attracts the attention.

Repetition

Repeated external stimulus attracts more attention than the one that occurs at one time alone.

Motion

It implies that individual attracts to changing objects in their vision that to static objects. Because of this advertisers involve signs, which include moving objects in their campaigns.

Novelty and familiarity

New thing in familiar place or familiar thing in new place tends to attract attention. Job rotation is an example of this principle.

INTERNAL SET FACTORS

Habit

A Hindu will bow and do Namaskar when he sees a temple on his way. Likely soldier will throw himself on ground when he hears sudden burst of car tyre.

Motivation and Interest

Motivation increases individual sensitivity to the satisfaction of his needs in view of his past experience with them.

Learning

Learning plays a crucial role in primitive organization. It can play the single biggest role in developing perpetual set.

Organizational role or the specialization

The modern organization value specialization. Consequently the specialty of a person that casts him in a particular organizational role predisposes him to select certain stimuli and to disregard others.

Q10: Leadership is practiced by leadership style, elaborate.

Answer : Leadership is practiced by leadership style, which is total pattern of the leader actions in relation to followers in represents their philosophy, skills, and attitude.

Negative leadership gets acceptable performance in many situations, but it has high human cost. Negative leaders are dominating and superior with people. To get work done to get work done, they hold their personal such penalties as loss of job, reprimand in the presence of the others. They display authority in the false belief that it frightens everyone into productivity. Even the most competitive leader will have to fall back upon the

Organizational Behaviour and Organizational Culture

negative relation. Perfection can never be achieved but the historical trends is that manager need more and more positive leadership skills in order to be rated satisfactory. The way leader uses power establishes the type of style. Each style has its benefits and limitations. Leader behavior is the mixture of all three styles over period of time but once style tends to be dominating one.

Following are the three styles

Autocratic leadership style: -

Autocratic leaders centralize powers and decision making in them. They structure the complete work situation for their employees, the employees are supposed to do what they are told. The leaders take full authority and assume full responsibility.

Some advantages of autocratic leadership style are that it provides strong motivation and rewards for the leader. Disadvantages of autocratic leadership style are that most people dislike it. Frustration, dissatisfaction, fear and conflict develop easily in autocratic situation.

2.Participative Leadership Style: -

Participative Leadership Style is the expression of leaders trust in the ability of its subordinates. The leader believes that his people are desirous of contributing to the organizational efforts as well as they have requisite capacities. Participative style is supposed to be better style of managing people, however it is not without its own drawbacks. Participative leaders are decentralizing authority and the leader and group are acting as one unit. Hence, this style is useless when leader is dealing with an emergency.

3.Free Rein Leadership Style: -

On the quantum of leadership style, free rein style is the extreme. Free rein leaders avoid power and responsibility. They depend largely on the group to establish its own goals and work out its own problems. A free rein leader is the one who abdicates all his decision-making and responsibilities.

Q11. As a Manager, what steps would you take to reduce the stress on your employees?

Answer : Stress is the “wear and tear” our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings. As a positive influence, stress can help compel us to action; it can result in a new awareness and an exciting new perspective. As a negative influence, it can result in feelings of distrust, rejection, anger, and depression.

Organizational Strategies for managing employee stress are:-

Create supportive organizational climate.

Convince employees that their contributions are significant.

Rotate employees out of potentially stressful positions and do not allow them to overwork.

Organize training programs to help employees cope with stress provide employee counseling.

Organizational Behaviour and Organizational Culture

The following steps will outline the steps that the manager should take to reduce the stress on my employees.

Step 1. Be yourself!

It is important that you do not try to act like your predecessor. You will have your own style of management and it may be that the previous manager had a particular style that you were not comfortable with. You will have an idea of what the best management style is for any given situation but this will only come with time, perhaps through training and coaching. The best thing you can do is to look at yourself and decide what you want out of the management role and what you need to do in order to build your capabilities in that role.

Step 2. Go steadily and steadfastly to begin with.

Although there is always pressure on a manager to take up where the last manager left off, don't go rushing into things. Do not be the "new broom that sweeps clean" all previous procedures away. Ensure that you reassure your team that it will be "business as usual" at least until you get the opportunity to speak to each team member about what their fears and hopes are as regards you being their manager.

Step 3. Talk to people, listen and gather information.

It is vital that you talk to each member of your team. Sit down with them and "contract" with them. How do the two of you want to work together? What are their expectations of you as their manager? What are their hopes, fears and aspirations? What are their motivators and de-motivators? It is important that this is a two way process and you should be asking them the same questions so as there is mutual understanding. Also ask them what they think needs to be done to make the team or department more effective – seek their input right at the start.

Although it is important to talk to the team, it is also vital to talk and contract with those senior managers who will have a "stake" in your actions. They must be comfortable and if you "contract" with them as you would with your own team then you will have greater understanding of them as they will have of you.

Step 4. Ensure you get coaching and mentoring from your own boss.

Once you have established a working relationship with your own manager then ensure that within this "contract" he or she builds in time to coach and mentor you through, particularly the early day. As a new manager you should know exactly what is expected of you in terms of both your business objectives and your development objectives. You should have a development plan that highlights your strengths and development areas in respect to your new role and with the support of your manager you should start to implement that plan immediately. Your manager should have the coaching skills to ensure that you maintain your progress and deliver against your plan.

Step 5. Be Available and Visible.

Make sure you are available and visible. It is very easy to be "available" over the phone or through e-mail but you cannot beat a good "face to face" very so often. It is vital to your team's development and progress that you make time to sit down with them and have regular face-to-face chats. As a manager you will be their coach and mentor and as such you should make time to coach them through their business objectives and challenges. Don't hide behind "important meetings" as many managers are apt to do.

Step 6. Avoid Favorites and ensure Consistency and Fairness.

You have to ensure that you do not let your personal preferences get in the way of you

Organizational Behaviour and Organizational Culture

effectively managing that team and the individuals within the team. Avoid favoritism at all costs and ensure you treat everyone equally, fairly and consistently. The minute you take sides the team starts to disintegrate.

Step 7. Keep communication high and as open as possible.

It is important that you keep communication levels high, letting your people know what is happening whenever possible. Avoid being secretive where possible as people naturally jump to conclusions, usually the wrong ones! Make sure you praise when you see something good done. Praise is the most powerful form of feedback and unfortunately managers do not use enough of it! Consider starting a newsletter and although you instigate it and perhaps write the first couple of editions, let the team take over and start to delegate the tasks involved to the team.

Step 8. Encourage the team to work together.

The outputs of a well-disciplined and effective team will always be greater than the individual outputs of the team members and to this end you have to encourage the team to work effectively together. You have also to get them to understand that you are learning the management game and that you will need their support as well. If you can get the unit working cohesively together they will support you through your early management days.

Step 9. Take time out to relax and reflect.

In the attempts to get the job done, many new managers do not take time out to relax, wind down and then reflect on their progress. They go thrashing about from task to task never stopping to ask for feedback. This can be dangerous to their health and also to the well being of the team as a whole. Make sure you take a break occasionally. Your coach and mentor will ensure that this happens

Q13. Define “Work”. What are basic concepts involved in the work performance?

Answer :

Work in essence, is the use of person's physiological and mental processes in attainment of some goals. The goal may be managerial decision the sell of insurance policy, the irrection of stone wall or the production of the steel ingot. This definition of work in broad and it is some time criticizes b'coz of its generality the distinction based primarily upon motivation rather than any fundamental differences between performance determinants. The basic principals describing and explaining both work and play are the same.

Work curve is the representation of productivity against time spent at work s, since the work curve differs from individual to individual and for the same individual from time to time, we study the representative work curve. The work curve shows that initially from the beginning of the of the shift the people start warming up about consequently there is a continues rise in the output.

Every manger is interested in avoiding this decrement in the output.

There two main reason for this decrement to occur: -

Fatigue:

It can be defined as the tiredness of the body as result of continues physical activity, it can avoid by introduction of authorized rest pauses. One reason for the advantage of the authorized over unauthorized rest periods is probably placement of the rest interval during the work period.

Organizational Behaviour and Organizational Culture

Elimination of the boredom:

Intelligence has positive direct correlation to boredom. An intelligent person is susceptible to boredom. Boredom can be avoided by employing people who are slightly less than in intelligence than the avg. intelligence

Following other factor that are useful to make surrounding more acceptable and in order to increase the productivity and decrease boredom.

Noise

Music

Illumination

Color

Atmospheric effects

These need to be paid proper attention to avoid the fall in productivity

Q14. Write Short Notes on

Attitudes & Values

Value is defined as a “concept of the desirable, an internalized criterion or standard of evaluation a person possesses.” Such concepts and standards are relatively few and determine our guide an individual’s evaluations of the many objects encountered in everyday life.

Values are tinged with moral flavour, involving an individual’s judgment of what is right, good or desirable. Thus values-

Provide standards of competence and morality.

Are fewer in number than attitudes.

Transcend specific objects, situations or persons.

Are relatively permanent & resistant to change.

Are most central to the core of a person.

There are differences between **values & attitudes**. Attitudes essentially represent predisposition to respond. Values focus on the judgment of what ought to be. This judgment can represent the specific manifestation of a determining tendency below the surface of the behaviour. **Attitudes** represent several beliefs focused on a specific object or situation. **Value**, on the other hand, represents a single belief that transcendently guides actions and judgments across objects and situations. Finally, a value stands in relation to some social or cultural standards or norms while attitudes are mostly personal experiences.

There are similarities between **values & attitudes**. Both are powerful instruments influencing cognitive process and behaviour of people. Both are learned and acquired from the same source – experiences with people and objects. Values & attitudes are relatively permanent and resistant to change. Finally, values and attitudes influence each, other and are, more often than not, used interchangeably.

Organizational Behaviour and Organizational Culture

The Id & Ego

It is the original and the most basic system of human personality. At the base of the Freudian theory lies the **id** that is primitive, instinctual and governed by the principles of greed and pleasure. Id represents a storehouse of all instincts, containing in its dark depths all wishes, and desires that unconsciously direct and determines our behaviour. Id is largely childish, irrational, never satisfied, demanding and destructive of others. But id is the foundation upon which all other parts of personality are erected. Like a newly born baby id has no perception of reality. It is primitive, immortal, insistent and rash. Id is the reservoir of the “psychic energy” which Freud calls “Libido”. According to Freud id is totally oriented towards increasing pleasure and avoiding pain, and it strives for immediate satisfaction of desires.

One notable characteristic of id is that it cannot tolerate uncomfortable levels of tension within it and seeks to release the tension as soon as it develops. The methods for dealing with tension id are primary process & reflex actions. The former attempts to discharge a tension by forming a mental image of desirable means of releasing the tension. But this kind of tension release is temporary & mental, and would not satisfy the real need. For instance, if a person is hungry the id deals with situation by creating a mental image of desirable & good food that is palatable. The later method (reflex action) of tension release is reflected in the behaviour of individuals such as blinking of eyes, raising eyebrows, rubbing the cheeks etc. Id, in fact, is capable of resolving the tension in reality. Id basically represents an individual’s natural urges & feelings.

As an individual learns to separate the unreality from reality in childhood, the ego develops. The ego is reality-oriented part of thinking; it is largely practical and works in an executive capacity. Ego is rational & logical, and in essence

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Single Answer

Question All the unique traits and patterns of adjustment of the individual is known as

Correct Answer Personality

Multiple Choice Single Answer

Question Term LOC in the study of personality stand for

Correct Answer Locus of control

True/False

Question Attitude always remains inside a person.

Correct Answer True

True/False

Question Every manager is intimately concerned with the issue if the attitude can be changed.

Correct Answer True

Your Answer True

True/False

Question An individual's own social and personality features does not cause a divergence

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question Human behaviour is based on instincts

Correct Answer William James

Your Answer Freud

True/False

Question Vroom theory has taken into consideration the individual differences based on individual p

Correct Answer False

Your Answer True

True/False

Question A self actualization person is task oriented and is not taken in by the personal criticism or p

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Conflict the result of

Correct Answer In compatible goals

Your Answer In compatible goals

Match The Following

Question

Correct Answer

Organization help people achieve their own personal objectives

At the same time people help organization

Performance results are minimum

In autocratic model of organization

Managers do not bother to motivate, guide, develop employees organization

In custodial model of organization

HR manager comes late frequently

He is reluctant to talk on time management

Employees who are regular and punctual

To be rewarded by organization in order to

True/False

Question

Rewards for behaviour in support of change help in overcoming resistance for change.

Correct Answer

True

Your Answer

True

Multiple Choice Single Answer

Question

There are three broad categories of stresses

Correct Answer

Organization stressor

Your Answer

Organization stressor

True/False

Question

Role ambiguity ,role conflict , role overload etc. are some organizational stressors relating

Correct Answer

True

Your Answer

True

Multiple Choice Single Answer

Question

Hawthorne studies points out the need for

Correct Answer

Recognition

Your Answer

Recognition

Select The Blank

Question

The _____ of stimuli implies that the more intense the _____ audio or visual, the more

Correct Answer

intensity

Your Answer intensity

Correct Answer stimulus

Your Answer stimulus

Select The Blank Question

Although understanding differences in _____ is important, behaviour always involves,

Correct Answer personality

Your Answer personality

Correct Answer interaction

Your Answer interaction

Select The Blank Question

_____ attitude is also a _____ of the trust in the communicator by the employees

Correct Answer Changing

Your Answer Changing

Correct Answer function

Your Answer function

Select The Blank Question

Human _____ is _____

Correct Answer behaviour

Your Answer behaviour

Correct Answer rational

Your Answer irrational

Select The Blank Question

The study of OB investigate the _____ that individuals, _____ and structure have c

Correct Answer impact

Your Answer impact

Correct Answer groups

Your Answer groups

Select The Blank Question

Morale essentially is _____ to _____ satisfaction

Correct Answer related

Your Answer job

Correct Answer job

Your Answer job

Select The Blank Question Organizational culture is a pattern of _____ and _____ shared by the members of c

Correct Answer beliefs

Your Answer beliefs

Correct Answer expectations

Your Answer expectations

True/False Question Procedural conflict occurs when individuals follow sance process to achieve an objective.

Correct Answer False

Your Answer True

Select The Blank Question An organization that values formality, _____, standard operating procedures and _____

Correct Answer rules

Your Answer rules

Correct Answer hierarchical

Your Answer hierarchical

Select The Blank Question _____ is a natural _____ among people

Correct Answer Conflict

Your Answer Conflict

Correct Answer disagreement

Your Answer disagreement

Select The Blank Question Avoiding refers to _____ and uncooperative behaviours. It is a _____ approach

Correct Answer unassertive

Your Answer unassertive

Correct Answer lose – lose

Your Answer lose – lose

Multiple Choice Single Answer

Question Friendship groups are

Correct Answer Evolved informally

Your Answer Evolved informally

Multiple Choice Single Answer

Question Team is a small number of

Correct Answer Employer with complementary competencies

Your Answer Employer with complementary competencies

Multiple Choice Single Answer

Question Self – managed teams

Correct Answer Perform a variety of managerial tasks

Your Answer Perform a variety of managerial tasks

Multiple Choice Single Answer

Question Norming stage of team building is

Correct Answer Setting rules by which the team will operate

Your Answer Setting rules by which the team will operate

Multiple Choice Single Answer

Question Norming stage

Correct Answer Norms are established

Your Answer Dependency increases

Multiple Choice Single Answer

Question Effective communication is the foundation

Correct Answer of modern organization

Your Answer of modern organization

Select The Blank

Question In the _____ stage harmony develops and norms are _____ .

Correct Answer Norming

Your Answer Norming

Correct Answer established

Your Answer established

Match The Following

Question	Correct Answer
face to face interact condition	highest media richness
vertical communication	between hierarchical positions
fear of reprisal	people are afraid to speak their mind
filters	employees ideas get transmitted upward
lateral communication	among people

True/False

Question An idea, no matter how great, is useless until it is transmitted and understood by others

Correct Answer True

Your Answer True

True/False

Question Effective communication cannot be seen as the foundation o modern organisation's.

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Perception is used in

Correct Answer Selection of candidate for employment , Performance Appraisal

Your Answer Selection of candidate for employment , Compensation and reward , Performance Apprais

Multiple Choice Multiple Answer

Question Situation where individual differences are unimportant are

Correct Answer Earthquake , Drought , Flood

Your Answer Earthquake , Drought , Flood

Multiple Choice Multiple Answer

Question Attitudes are influence by

Correct Answer Religion , Family , Educational background

Your Answer Policies of organization , Family , Educational background

Multiple Choice Multiple Answer
Question Physiological needs are

Correct Answer Basic Needs , Physical needs , Bodily needs

Your Answer Basic Needs , Physical needs , Bodily needs

Multiple Choice Multiple Answer
Question Atmospheric conditions that affect working environment are

Correct Answer Temperature , Humidity , Air circulation

Your Answer Temperature , Humidity , Air circulation

Multiple Choice Multiple Answer
Question Group is

Correct Answer Two or more people , Intgeracting with each other , Having common objective

Your Answer Two or more people , Intgeracting with each other , Having common objective

Multiple Choice Multiple Answer
Question Task oriented roles of team include

Correct Answer Seeking information or opinions , Giving information or opinions , Clarifying and elabora

Your Answer Seeking information or opinions , Giving information or opinions , Clarifying and elabora

Multiple Choice Multiple Answer
Question Democratic leader

Correct Answer Trusts subordinates , Open to all , Formal / informal communication

Your Answer Trusts subordinates , Open to all , Formal / informal communication

Multiple Choice Multiple Answer
Question The two dimensional approach of Ohio state studies lessened the gab between

Correct Answer The strict task orientation , The scientific management movement , The human relations e

Your Answer The strict task orientation , The human relations emphases

Multiple Choice Multiple Answer
Question Constantly changing external environment forces an organization to address

Correct Answer Mission , Long term goals , strategy

Your Answer Mission , Long term goals , strategy

Multiple Choice Multiple Answer

Question To form healthy working relationship culture organization needs to look into

Correct Answer Organization structure , Performance , reward system

Your Answer Organization structure , Performance , reward system

Multiple Choice Multiple Answer

Question Upward communication is used

Correct Answer to provide feedback to higher-ups , inform them of progress , relay current problems

Your Answer to provide feedback to higher-ups , inform them of progress , relay current problems

Multiple Choice Single Answer

Question Written communication is a

Correct Answer Non-Direct Communication

Your Answer Direct Communication

Multiple Choice Single Answer

Question The most effective way of communication

Correct Answer Written

Your Answer Visual

Multiple Choice Single Answer

Question It can be used as legal record which may be used in the court of law

Correct Answer Written communication

Your Answer Written communication

Multiple Choice Single Answer

Question It is important to study personality because it helps

Correct Answer To understand, predict and control behaviour in the organization.

Your Answer To make human resource planning.

True/False

Question Super ego is the moralistic segment of the human personality.

Correct Answer True

Your Answer True

True/False

Question There is no relationship between five personality factors and job performance.

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question Perception is a Process

Correct Answer By which individuals organize and interpret meaning of environment

Your Answer By which individuals organize and interpret meaning of environment

Multiple Choice Single Answer

Question Positive situation combined with negative one

Correct Answer Approach - Avoidance

Your Answer Approach - Avoidance

True/False

Question There is no connection between morale, attitude & productivity.

Correct Answer False

Your Answer False

True/False

Question Boredom can be reduced but at a great loss in efficiency.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Intra personal conflict

Correct Answer Approach – Approach conflict

Your Answer Approach – Approach conflict

Multiple Choice Single Answer

Question Human beings are

Correct Answer Susceptible to stress

Your Answer Susceptible to stress

Multiple Choice Single Answer

Question These days stress is

Correct Answer Ubiquitous

Your Answer Ubiquitous

True/False

Question Problems should be diagnosed accurately for the change process.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Stress is an

Correct Answer Adaptive response

Your Answer Adaptive response

Match The Following

Question	Correct Answer	Your Answer
Benevolent leader	Heavily oriented towards production	Heavily oriented towards production
Consultative leader	Some involvement of subordinates in decision making	Amount of freedom available to subordinates
Democratic leader	Complete trust and confidence	Complete trust and confidence
Leadership actions are related to degree of authority used by managers and	Amount of freedom available to subordinates	Some involvement of subordinates in decision making
Leadership makes difference between	Success and failure	Success and failure

Multiple Choice Single Answer

Question Edward K Strong Jr. branched industrial psychology into guidance on

Correct Answer Vocational interest

Your Answer Vocational interest

True/False

Question As the Supervisory level the requirement of technical skills is the highest

Correct Answer True

Your Answer True

True/False

Question Negative leaders display authority in the false belief that it frightens everyone into productivity

Correct Answer True

Your Answer True

Select The Blank

Question	The _____ of stimuli implies that the more intense the _____ audio or visual, the more is the likelihood it will be perceived
Correct Answer	intensity
Your Answer	intensity
Correct Answer	stimulus
Your Answer	appearance

Select The Blank

Question	_____ factor that influences _____ is the role of the brain of an individual
Correct Answer	Biological
Your Answer	Biological
Correct Answer	personality
Your Answer	morale

Select The Blank

Question	_____ affects _____ in organization and other social settings in several important ways
Correct Answer	Self-esteem
Your Answer	Self-esteem
Correct Answer	behaviour
Your Answer	performance

Select The Blank

Question	_____ is of much importance for all the _____ to get their work done
Correct Answer	Motivation
Your Answer	Motivation
Correct Answer	manager
Your Answer	Employees

Select The Blank

Question	There can not be a standard _____ for understanding and solving _____ problems.
Correct Answer	solution

Your Answer	solution
Correct Answer	behavioral
Your Answer	organizational

Multiple Choice Single Answer

Question	To live longer organization need
Correct Answer	To adapt change
Your Answer	To increase market share

Multiple Choice Single Answer

Question	Strong culture organization follow the
Correct Answer	Rewarding its employees for better performance
Your Answer	Rewarding its employees for better performance

Select The Blank

Question	Attempting to _____ the _____ is t create a more effective organization.
Correct Answer	change
Your Answer	change
Correct Answer	culture
Your Answer	system

Match The Following

Question	Correct Answer	Your Answer
Incentives	Motivators	Motivators
Growth	Intrinsic desire	Intrinsic desire
Alderfer	ERG theory	ERG theory
Douglas Mc Gregor	Theory X & Y	Theory X & Y
Vroom's Theory	$M = (V * E)$	$M = (V * E)$

Select The Blank

Question	Collaborating style is the _____ approach to interpersonal conflict handling. Person using this style desires to _____ joint results
----------	--

Correct Answer win – win

Your Answer win – lose

Correct Answer minimize

Your Answer minimize

Select The Blank

Question People fear unemployment, reduced work hour, demotion, reduced change and reduced incentives and _____ change.

Correct Answer technological

Your Answer technological

Correct Answer resist

Your Answer resist

Multiple Choice Single Answer

Question Group members should have a

Correct Answer Common objective

Your Answer Common objective

Select The Blank

Question Groups are _____ part of any organization and have an _____ on organization behaviour.

Correct Answer integral

Your Answer integral

Correct Answer impact

Your Answer impact

Multiple Choice Single Answer

Question The most tried and effective downward communication is to communicate orally and

Correct Answer then follow up in writing

Your Answer then follow up in writing

True/False

Question In the norming stage team members set the rules by which the team will operate.

Correct Answer True

Your Answer	True
-------------	------

True/False

Question	The message is encoded and is passed by way of some medium (channel) to the receiver, who retranslates (decodes) the message initiated by the sender
Correct Answer	True
Your Answer	True

Multiple Choice Multiple Answer

Question	Hawthorne western electric company
Correct Answer	Bared at Chicago , Manufactured equipment for the bell telephone system , 30000 workers
Your Answer	30000 workers

Multiple Choice Multiple Answer

Question	Basic OB concepts take into consideration
Correct Answer	Nature of people , Nature of organization
Your Answer	Nature of people , Nature of organization

Multiple Choice Multiple Answer

Question	The cost of tensions and worries created by wrong kind of personalities are enormous in terms of.
Correct Answer	Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.
Your Answer	Employee-employer relation. , Supervisor-subordinate relation. , Group relations

Multiple Choice Multiple Answer

Question	Ego reduces tension by performing task of
Correct Answer	Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes
Your Answer	Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes

Multiple Choice Multiple Answer

Question	Needs are
Correct Answer	Ubiquitous , Dominate behaviour , Recurrent
Your Answer	Ubiquitous , Dominate behaviour , Recurrent

Multiple Choice Multiple Answer

Question	Secondary motives
Correct Answer	Power , Affiliation , Achievement
Your Answer	Affiliation , Achievement , Power

Multiple Choice Multiple Answer

Question	Groups
Correct Answer	Intergral part of any organization , Influence individuals , Have a impact on organization behaviour
Your Answer	Intergral part of any organization , Influence individuals , Have a impact on organization behaviour

Multiple Choice Multiple Answer

Question	Democratic leader
Correct Answer	Trusts subordinates , Open to all , Formal / informal communication
Your Answer	Trusts subordinates , Open to all , Formal / informal communication

Multiple Choice Multiple Answer

Question	Styles of leadership
Correct Answer	Autocratic , Democratic , Free rein
Your Answer	Autocratic , Democratic , Free rein

Multiple Choice Multiple Answer

Question	Any organizational culture takes place when members shares knowledge and develop ways of coping with issues of
Correct Answer	Internal integration , Setting specific targets to achieve , External adaptation
Your Answer	Internal integration , Setting specific targets to achieve , External adaptation

Multiple Choice Multiple Answer

Question	Upward communication is used
Correct Answer	to provide feedback to higher-ups , inform them of progress , relay current problems
Your Answer	to provide feedback to higher-ups , inform them of progress , relay current problems

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Multiple Answer

Question Major determinants of personality

Correct Answer Biological , Situation

Your Answer Biological , Cultural , Situation

Select The Blank

Question Taking a 'straw vote', i.e. asking if the group is nearing a decision reflects the _____ role

Correct Answer Consensus testing

Your Answer Consensus testing

True/False

Question Once the team reaches the performing stage, the team members become familiar with each

Correct Answer False

Your Answer False

True/False

Question The attitude expressed about diversity is called positive multiculturalism.

Correct Answer True

Your Answer False

Multiple Choice Multiple Answer

Question What sort of communication is considered to be more effective in modern organization?

Correct Answer On-going , Informal , Dynamic

Your Answer Formal , Informal

Select The Blank

Question The medium through which the message travels is known as _____.

Correct Answer Channel

Your Answer Channel

Select The Blank

Question The informal system of communication network system in an organization is known as _____

Correct Answer Grapevine

Your Answer Grapevine

Multiple Choice Multiple Answer

Question What are the categories of stress as stated by Dr. Pestonji?

Correct Answer Distress , Eustress , Hypo stress

Your Answer Distress , Eustress , Hypo stress

Multiple Choice Multiple Answer

Question Identify the categories of life stressors:

Correct Answer Life changes , Daily stressors , Life trauma

Your Answer Life changes , Daily stressors , Life trauma

Multiple Choice Multiple Answer

Question The broad categories of stressors are :

Correct Answer Organizational stressors , Personal stressors , Life stressors

Your Answer Organizational stressors , Personal stressors , Life stressors

True/False

Question Every success has its roots in stress.

Correct Answer True

Your Answer False

True/False

Question Any change occurring in our life is a reason to get stressed.

Correct Answer True

Your Answer False

True/False

Question Stress affects different people but in the same manner.

Correct Answer False

Your Answer True

True/False

Question The research has shown that even the minor or trivial occurrences in life can create stress.

Correct Answer True

Your Answer True

Match The Following

Question Correct Answer Your Answer

Eustress Caused by sudden over joy Caused by sudden over joy

Distress Anti-thesis of eustress Anti-thesis of eustress

Hyper work stress Caused by travails of life to meet deadlines Caused by travails of life to meet deadlin

Hypo stress Caused by less than optimum activity Caused by less than optimum activity

Multiple Choice Multiple Answer

Question Fiedler has described situational favorableness in terms of three empirically derived dimens

Correct Answer The leader member relationship , The degree of task structure , The leader's positior

Your Answer The leader member relationship , The degree of task structure , The leader's positional

Multiple Choice Single Answer

Question Multiple Choice Single Response

Correct Answer Authoritarian

Your Answer Laissez Faire

True/False

Question Laissez faire leader is very directive in his approach.

Correct Answer False

Your Answer False

True/False

Question Usually, the subordinates prefer the democratic leader.

Correct Answer True

Your Answer True

True/False

Question Conceptual skill is the distinguishing feature of job performance at the operating level.

Correct Answer False

Your Answer True

Select The Blank

Question T.P.M stands for total _____management.

Correct Answer productivity

Your Answer productivity

Select The Blank

Question The group _____ are more important to the group members than any financial incentive.

Correct Answer norms

Your Answer norms

Select The Blank

Question The multinationals which come on the Indian scene enjoy superior resources in terms of ____

Correct Answer money

Your Answer man power

Multiple Choice Multiple Answer

Question The levels at which studies of Organizational Behaviour have been carried out rotate to

Correct Answer Individual , Small group , Inter-group

Your Answer Individual , Small group , Inter-group

Multiple Choice Multiple Answer

Question The Hawthorne studies are of utmost significance as they form an honest and concerted at

Correct Answer The human factor , Employee attitudes , The workers social situations

Your Answer The human factor , Employee attitudes , The workers social situations

Multiple Choice Single Answer

Question It is important for a manager to study the human behaviours within the context of

Correct Answer Organization

Your Answer Organization

Multiple Choice Single Answer

Question Hawthorne studies point out that:

Correct Answer The need for recognition and security exert greater impact on productivity than the pr

Your Answer The workers efficiency increased with better illumination in the workshop.

Multiple Choice Single Answer

Question Managers began to develop a new awakened view of the human aspects of their jobs after:

Correct Answer The great depression

Your Answer The great depression

Multiple Choice Single Answer

Question In Custodial organization model, managerial orientation is:

Correct Answer Money

Your Answer Authority

Multiple Choice Multiple Answer

Question The concepts dealing with the nature of individual are:

Correct Answer Whole person , Motivation , Human dignity

Your Answer Whole person , Motivation , Human dignity

Multiple Choice Multiple Answer

Question Select the factors which are treated as motivators by Herzberg in his theory of motivation.

Correct Answer Achievement , Possibility of growth , Responsibility

Your Answer Achievement , Working conditions , Possibility of growth , Responsibility

Multiple Choice Multiple Answer

Question Name the groups of core needs identified by Alderfer

Correct Answer Existence , Relatedness , Growth

Your Answer Existence , Relatedness , Growth

Select The Blank

Question According to Herzberg, there are two sets of factors at the work life, viz. the motivators and

Correct Answer Hygiene

Your Answer Hygiene

Multiple Choice Single Answer

Question Which of the given factors are also known as dissatisfiers?

Correct Answer Hygiene factors

Your Answer Hygiene factors

Match The Following

Question Correct Answer Your Answer

Herzberg Two factor theory of motivation Two factor theory of motivation

Douglas McGregor Theory X and theory Y Theory X and theory Y

J.Stacy Adams Equity theory Equity theory

Harold Kelley Attribution theory Attribution theory

Select The Blank

Question _____ indicates the happiness of the employees with the organizational environment.

Correct Answer Morale

Your Answer Morale

Multiple Choice Single Answer

Question Which of the following situation is expected to last in the long run?

Correct Answer Low productivity, high morale

Your Answer High productivity, high job satisfaction

Multiple Choice Single Answer

Question From the given information identify the morale indicator.

Correct Answer Exit interviews

Your Answer Increase in sales

Select The Blank

Question The most superficial level of organizational culture consists of_____.

Correct Answer symbols

Your Answer norms

Multiple Choice Multiple Answer

Question We can maintain organizational culture by

Correct Answer Recruiting and removal , Role modeling and coaching , Allocating rewards

Your Answer Recruiting and removal , Role modeling and coaching , Allocating rewards

Multiple Choice Single Answer

Question In which type of corporate culture, do the members have a strong sense of identification and

Correct Answer Clan

Your Answer Clan

Multiple Choice Single Answer

Question High competitiveness and profit orientation is a characteristic of which type of organizationa

Correct Answer Market

Your Answer Market

Multiple Choice Single Answer

Question Culture of an organization can be affected by

Correct Answer Inadequate criteria of measuring employee performance

Your Answer Providing strict disciplinary measures

Select The Blank

Question A person of lower than normal intelligence is less bored by _____ work.

Correct Answer repetitive

Your Answer repetitive

True/False

Question What is play to some people maybe work to others.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Noise is regarded as a distracter, because it interferes with/affects-

Correct Answer work efficiency

Your Answer work efficiency

Multiple Choice Multiple Answer

Question The different types of fatigue are

Correct Answer mental , physical , psychological

Your Answer mental , physical , psychological

3.

in other.

_____.

ies

sions, viz:
nal power
power

_____technology as well as market network.

tempt to understand:

hysical working conditions.

:

the _____ factors.

d recognize the interdependence?

al culture?

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Single Answer

Question	In which of the given sectors it is found that use of the communication technologies is very important.
Correct Answer	Knowledge intensive organizations
Your Answer	Capital intensive organizations

Select The Blank

Question	Organizational _____ represents a complex pattern of beliefs, expectations, ideas, values and attitudes shared by the members of the organization.
Correct Answer	culture
Your Answer	culture

Multiple Choice Single Answer

Question	Which leadership style is good while dealing with scientific and professional employees?
Correct Answer	Free Rein
Your Answer	Free Rein

Select The Blank

Question	The discipline of Organizational Behaviour is based on _____ studies of human behaviour at the work settings.
Correct Answer	empirical
Your Answer	empirical

Multiple Choice Multiple Answer

Question	Select the factors which are treated as motivators by Herzberg in his theory of motivation.
Correct Answer	Achievement , Possibility of growth , Responsibility
Your Answer	Achievement , Possibility of growth , Responsibility

Select The Blank

Question	The _____ leadership style is an expression of the leader's trust in the abilities of his subordinates.
Correct Answer	Participative
Your Answer	Participative

True/False

Question	According to Vroom's expectancy theory of motivation, when an individual desires a particular outcome the value of valence is negative.
Correct Answer	False
Your Answer	False

Multiple Choice Multiple Answer

Question	What are the principles of job enlargement?
Correct Answer	Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments
Your Answer	Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments

Multiple Choice Multiple Answer

Question	According to Freud the human mind is composed of
Correct Answer	Preconscious mind , Conscious mind , Unconscious mind
Your Answer	Preconscious mind , Conscious mind , Unconscious mind

True/False

Question	What is play to some people maybe work to others.
Correct Answer	True
Your Answer	True

Select The Blank

Question	T.P.M stands for total _____ management.
Correct Answer	productivity
Your Answer	productivity

Multiple Choice Single Answer

Question	In Bank wiring room studies were carried out by:
Correct Answer	an observer and an interviewer
Your Answer	an observer and an interviewer

True/False

Question	The more successful the organization is, the less effective is its internal communication.
----------	--

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question Which type of motivators are involved in granting additional authority to an employee in his activity?

Correct Answer Responsibility and recognition

Your Answer Responsibility and recognition

Match The Following

Question	Correct Answer	Your Answer
Noise	is a distracter	is a distracter
Repetitive task	is a cause of boredom	is a cause of boredom
Peak output	is a result of efficiency	is a result of efficiency
Soft music	increases productivity	increases productivity

Select The Blank

Question Cultural _____ are words, gestures and pictures or other physical objects that carry a particular meaning with the culture.

Correct Answer symbols

Your Answer symbols

True/False

Question Tradition, loyalty, personal commitment, and social influence are attributes of Entrepreneurial Culture.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question Anand is the new CEO of ABC Ltd. Whatever suggestions or recommendations are given by his subordinate managers, all are rejected by Anand. What sort of role is being portrayed by Anand?

Correct Answer Negativist

Your Answer Negativist

Multiple Choice Multiple Answer

Question	Identify the situations which reflect upward communication.
Correct Answer	Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys
Your Answer	Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Multiple Choice Multiple Answer

Question	Organizational socialization includes
Correct Answer	Developing competencies , Developing organizational values , Developing social and working relationship
Your Answer	Developing competencies , Developing organizational values , Developing social and working relationship

Match The Following

Question	Correct Answer	Your Answer
Personality is the organization of an individuals	Personal pattern of tendencies.	Personal pattern of tendencies.
Event in the surrounding environment strongly influence.	The way people behave at any particular time.	The way people behave at any particular time.
Personality is a stable set of characteristics and tendencies	That determine those commonalities and differences in the psychological behaviour of people	That determine those commonalities and differences in the psychological behaviour of people
Monetary rewards, authoritarian leadership style and motivational strategies for performance are ineffective.	When applied to intelligent, independent, confident worker.	When applied to intelligent, independent, confident worker.
It is interesting to know that the word "personality" by derivation should mean	What an individual only appears to be not what he really is.	What an individual only appears to be not what he really is.

Multiple Choice Multiple Answer

Question	The storming stage relating to development of a team is characterised by which of the following aspects?
Correct Answer	Emergence of conflicts , Seeking task related guidance from the leader , Deciding the responsibilities of each team member
Your Answer	Emergence of conflicts , Seeking task related guidance from the leader , Deciding the responsibilities of each team member

Multiple Choice Multiple Answer

Question	Identify the process influence personality development.
Correct Answer	Socialization process , Identification process
Your Answer	Socialization process , Identification process

Multiple Choice Multiple Answer

Question	State the various functions of communication.
Correct Answer	Control , Motivation , Information
Your Answer	Control , Motivation , Information

True/False

Question	Cultural elements and their relationships create a pattern that is identical in all organizations.
Correct Answer	False
Your Answer	False

Select The Blank

Question	_____ communication is useful for flatter organizational structure.
Correct Answer	Lateral
Your Answer	Lateral

True/False

Question	The challenge relating to management of change can be met only with effective leadership.
Correct Answer	True
Your Answer	True

Select The Blank

Question	The _____ studies were the first to emphasize the importance of task and human dimensions in assessing leadership.
Correct Answer	Ohio State
Your Answer	Ohio State

Multiple Choice Single Answer

Question	It is important for a manager to study the human behaviours within the context of
Correct Answer	Organization

Your Answer Organization

True/False

Question OB is mainly concerned with the study of human behavior at work.

Correct Answer True

Your Answer True

True/False

Question The men on the shop floor are less vulnerable to stress as compared the members of the board of directors.

Correct Answer False

Your Answer True

Multiple Choice Multiple Answer

Question Features of Maslow's need hierarchy theory are:

Correct Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Your Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Select The Blank

Question An organization engaged in manufacturing of chemicals has a safety committee comprising of shop floor members. It is an indication of a _____ type of organization.

Correct Answer Supportive

Your Answer Supportive

Multiple Choice Single Answer

Question In Custodial organization model, managerial orientation is:

Correct Answer Money

Your Answer Money

Multiple Choice Multiple Answer

Question The models of Organizational Behaviour are:

Correct Answer Autocratic , Custodial , Supportive

Your Answer Autocratic , Custodial , Supportive

Multiple Choice Single Answer

Question	In Supportive organization model, employee orientation is:
Correct Answer	Job performance
Your Answer	Job performance

Multiple Choice Multiple Answer

Question	The different types of fatigue are
Correct Answer	mental , physical , psychological
Your Answer	mental , physical , psychological

Multiple Choice Single Answer

Question	Contribution of Walter Dill Scot towards industrial psychology is:
Correct Answer	He showed how psychology can be applied to advertising and selling.
Your Answer	He showed how psychology can be applied to advertising and selling.

True/False

Question	Employees and organization can prosper if they help each other.
Correct Answer	True
Your Answer	True

Select The Blank

Question	The ability and willingness of group members to set goals and work towards their accomplishment is known as _____.
Correct Answer	Group maturity
Your Answer	Group maturity

Multiple Choice Multiple Answer

Question	Major determinants of personality
Correct Answer	Biological , Situation
Your Answer	Biological , Situation

Multiple Choice Single Answer

Question	The objective of Mass Interviewing Program was:
Correct Answer	To explore information that could be used to improve supervisory training.
Your Answer	To explore information that could be used to improve supervisory training.

Multiple Choice Single Answer

Question	Organizational Socialization is
Correct Answer	A systematic process by which new employees are brought into organizational culture
Your Answer	A systematic process by which new employees are brought into organizational culture

Multiple Choice Single Answer

Question	The great depression contributed to the rise of:
Correct Answer	Human relations movement
Your Answer	Human relations movement

Select The Blank

Question	An employee whose skill set combines good training and high performance goals, implies that he has _____.
Correct Answer	High productivity
Your Answer	High productivity

True/False

Question	The content theories are concerned with identifying the needs that people have and how needs are prioritized.
Correct Answer	True
Your Answer	True

Multiple Choice Multiple Answer

Question	In a strong organizational culture
Correct Answer	Goals are aligned , Employees are highly motivated , Performance is outstanding
Your Answer	Goals are aligned , Employees are highly motivated , Performance is outstanding

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OB3

Multiple Choice Multiple Answer

Question The Hawthorne studies are of utmost significance as they form an honest and concerted attempt to understand:

Correct Answer The human factor , Employee attitudes , The workers social situations

Your Answer The human factor , Employee attitudes , The workers social situations

Select The Blank

Question The _____ leadership style is an expression of the leader's trust in the abilities of his subordinates.

Correct Answer Participative

Your Answer Participative

Multiple Choice Multiple Answer

Question Work attitudes can be reflected in an organization through

Correct Answer Challenge of job , Job satisfaction , Organizational commitment

Your Answer Job satisfaction , Organizational commitment

Select The Blank

Question The two dimensions of leadership which emerged from the Leader Behavior Description Questionnaire were 'consideration' and '_____':

Correct Answer Initiating structure

Your Answer Initiating structure

Multiple Choice Multiple Answer

Question The models of Organizational Behaviour are:

Correct Answer Autocratic , Custodial , Supportive

Your Answer Autocratic , Custodial , Supportive

True/False

Question At the norming stage, the team is involved in defining goals.

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Identify the steps involved in achieving improvement in communication within the organization.

Correct Answer Simple messages , Use of multiple channels , Promoting inter-group communication

Your Answer Simple messages , Use of multiple channels , Promoting inter-group communication

Multiple Choice Single Answer

Question By derivation personality mean

Correct Answer An individual only appears to be

Your Answer An individual only appears to be

Multiple Choice Single Answer

Question The philosophy that guides an organization's policies towards its employees and customers is an important part of

Correct Answer Organizational culture

Your Answer Organizational culture

Multiple Choice Multiple Answer

Question Features of Maslow's need hierarchy theory are:

Correct Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Your Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

True/False

Question What is play to some people maybe work to others.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question All the unique traits and patterns of adjustment of the individual is known as

Correct Answer Personality

Your Answer None of above

Multiple Choice Single Answer

Question Multiple Choice Single Response

Correct Answer Authoritarian

Your Answer Laissez Faire

Select The Blank

Question Organization's using _____ model are very successful in the era of globalisation.

Correct Answer Supportive

Your Answer Supportive

True/False

Question In the countershock phase, the defensive mechanism becomes passive.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question Fundamental concepts of Organizational Behaviour revolve around:

Correct Answer The nature of human beings

Your Answer The nature of human beings

Select The Blank

Question One of the factors causing decrement in work is _____.

Correct Answer fatigue

Your Answer fatigue

Multiple Choice Single Answer

Question As a theory of motivation, what is the comment of Maslow on needs?

Correct Answer Needs can be structured in a hierarchy

Your Answer Needs can be structured in a hierarchy

Multiple Choice Single Answer

Question Modern psychology personality mean

Correct Answer The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.

Your Answer The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.

Multiple Choice Single Answer

Question An atmospheric condition that is critical in a good working environment is-

Correct Answer air circulation

Your Answer air conditioning

Multiple Choice Single Answer

Question Personality is the organization of

Correct Answer An individual's "personal pattern of tendencies".

Your Answer An individual's "personal pattern of tendencies".

Select The Blank

Question Organizational_____ is the systematic process by which an organization brings a new employee into its culture.

Correct Answer socialization

Your Answer socialization

Multiple Choice Multiple Answer

Question Attitude is

Correct Answer Tendency to react positively , Tendency to react negatively , Tendency to react in a certain way

Your Answer Tendency to react positively , Tendency to react negatively , Tendency to react in a certain way

Multiple Choice Single Answer

Question Which of the following situation is expected to last in the long run?

Correct Answer Low productivity, high morale

Your Answer High productivity, high morale

True/False

Question So as to cope with stress effectively, it is necessary to have a health body.

Correct Answer True

Your Answer True

Select The Blank

Question The group_____are more important to the group members than any financial incentive.

Correct Answer norms

Your Answer values

Multiple Choice Multiple Answer

Question Advise the management of Beta and Gamma Ltd. About the various groups that can be created in an organisation.

Correct Answer Effective group , Formal group , Informal group

Your Answer Effective group , Formal group , Informal group

Multiple Choice Single Answer

Question What is the other name for vertical job loading?

Correct Answer Job enrichment

Your Answer Job enrichment

Multiple Choice Multiple Answer

Question Organizational culture includes:

Correct Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Your Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Multiple Choice Multiple Answer

Question An aroused attitude consist of

Correct Answer Affective reaction , Cognition , Action tendency

Your Answer Affective reaction , Cognition , Action tendency

True/False

Question Handling of crises by managers and employees reveals an organizational culture.

Correct Answer True

Your Answer True

True/False

Question Leadership is inter-organizational influence exercised towards attainment of a specified goal.

Correct Answer False

Your Answer False

True/False

Question Rest provides the opportunity to recover from fatigue.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question To be efficient every manager must try to

Correct Answer Understand human behaviour , Predict human behaviour , Control human behaviour

Your Answer Understand human behaviour , Predict human behaviour , Control human behaviour

Select The Blank

Question The _____ teams are concerned with rotating tasks and assignments amongst its members.

Correct Answer Self-managed

Your Answer Self-managed

Multiple Choice Multiple Answer

Question To change organizational culture successfully we need to:

Correct Answer Find the most effective sub-culture and use it as an example , Practice what we preach , Include employees in the change process

Your Answer Find the most effective sub-culture and use it as an example , Include employees in the change process

Multiple Choice Multiple Answer

Question Mismatch between personality and organization may lead to

Correct Answer Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction

Your Answer Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction

Select The Blank

Question Cultural _____ are words, gestures and pictures or other physical objects that carry a particular meaning with the culture.

Correct Answer symbols

Your Answer symbols

Multiple Choice Multiple Answer

Question The results of bank wiring room study done under the Hawthorne experiments were:

Correct Answer Small group of people emerge as a team , The group is indifferent towards financial incentives , The group norms are more important for the members

Your Answer Small group of people emerge as a team , The group is indifferent towards

financial incentives , The group norms are more important for the members

Match The Following

Question Correct Answer Your Answer

Free rein leaders Avoid power and responsibility Avoid power and responsibility

Negative leaders Act domineering and superior with their subordinates Exercise control by giving his subordinates huge salary hikes

Autocratic leaders Provide security and satisfaction to his subordinates Act domineering and superior with their subordinates

Participative leaders Exercise control mostly by using forces within the group Exercise control mostly by using forces within the group

Multiple Choice Single Answer

Question The stage which relates to development of decision making abilities, interpersonal and technical competencies is known as :

Correct Answer Storming

Your Answer Norming

Select The Blank

Question When an autocratic leader chooses to give rewards to his employees, then his style becomes _____-autocratic style.

Correct Answer Benevolent

Your Answer Benevolent

Multiple Choice Multiple Answer

Question The different types of fatigue are

Correct Answer mental , physical , psychological

Your Answer mental , physical , psychological

Select The Blank

Question The _____ skills relate to a person's knowledge and ability in any organizational functional area.

Correct Answer Technical

Your Answer Conceptual

Multiple Choice Multiple Answer

Question Organizational objectives can be achieved by

Correct Answer Group work , Division of labour , Hierarchy of authority

Your Answer Group work , Division of labour , Hierarchy of authority

Multiple Choice Multiple Answer

Question Select the needs which are discussed by the need hierarch theory.

Correct Answer Physiological needs , Security needs , Self realization needs

Your Answer Physiological needs , Security needs , Self realization needs

Match The Following

Question Correct Answer Your Answer

Noise is a distracter is a distracter

Repetitive task is a cause of boredom is a cause of boredom

Peak output is a result of efficiency is a result of rest pauses

Soft music increases productivity increases productivity

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OBB1

True/False

Question External adaptation and survival has to do with the establishment and maintenance of effective working relationships among the members of the organization.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question Multiple Choice Single Response

Correct Answer Negative

Your Answer Negative

Multiple Choice Single Answer

Question Different kinds of work like heavy and muscular work, or light work, or clerical work yield curves that are-

Correct Answer different from each other

Your Answer different from each other

Multiple Choice Single Answer

Question Eleven piles are used in a scale for measuring attitude is known as

Correct Answer Thurstone's scale

Your Answer Thurstone's scale

Multiple Choice Multiple Answer

Question Resistance to Cultural Change is directly depends on:

Correct Answer Magnitude of change , Strength of the prevailing culture

Your Answer Magnitude of change , Strength of the prevailing culture

Multiple Choice Single Answer

Question The least visible and deepest level of organizational culture is:

Correct Answer Shared assumptions

Your Answer Shared assumptions

Match The Following

Question Correct Answer Your Answer

Free rein leaders Avoid power and responsibility Avoid power and responsibility

Negative leaders Act domineering and superior with their subordinates Act domineering and superior with their subordinates

Autocratic leaders Provide security and satisfaction to his subordinates Provide security and satisfaction to his subordinates

Participative leaders Exercise control mostly by using forces within the group Exercise control mostly by using forces within the group

Multiple Choice Single Answer

Question Which theory assumes that the manager's role is to coerce and control employees?

Correct Answer Theory X
Your Answer Theory X

Multiple Choice Multiple Answer

Question Fiedler has described situational favorableness in terms of three empirically derived dimensions, viz:

Correct Answer The leader member relationship , The degree of task structure , The leader's positional power

Your Answer The leader member relationship , The degree of task structure , The leader's positional power

Select The Blank

Question Job _____ is an individual phenomenon.

Correct Answer Satisfaction

Your Answer Satisfaction

Multiple Choice Single Answer

Question Which of the given factors are also known as dissatisfiers?

Correct Answer Hygiene factors

Your Answer Motivational factors

True/False

Question Psychology is the science of human behaviour.

Correct Answer True

Your Answer True

True/False

Question All parts of the organizational system are independent.

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question Organization with a strong culture has

Correct Answer Practices that include employee participation

Your Answer Practices that include employee participation

True/False

Question Rest pauses provide an opportunity to talk and think only about job-related activities

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Basic Organizational Behaviour concepts take into consideration

Correct Answer Nature of people , Nature of technology , Nature of organization

Your Answer Nature of people , Nature of organization , Nature of production

Multiple Choice Multiple Answer

Question Select the needs which are discussed by the need hierarch theory.

Correct Answer Physiological needs , Security needs , Self realization needs

Your Answer Physiological needs , Security needs , Self realization needs

Multiple Choice Multiple Answer

Question The four different models of organizational behaviour denote:

Correct Answer The responses of the employees to the various orientations of the managers , The general behavioural climate prevailing in the manager-employee relationship , The evolution of the thinking and behaviour of the management and the managers alike

Your Answer The responses of the employees to the various orientations of the managers , The general behavioural climate prevailing in the manager-employee relationship , The evolution of the thinking and behaviour of the management and the managers alike

Select The Blank

Question The concept of organizational stress was first evolved in the classic work of

Correct Answer Kahn et al

Your Answer Kahn et al

Select The Blank

Question The discipline of Organizational_____tries to synchronize internal organizational environment with external social environment.

Correct Answer Behaviour

Your Answer Behaviour

Multiple Choice Multiple Answer

Question We can maintain organizational culture by

Correct Answer Recruiting and removal , Role modeling and coaching , Allocating rewards

Your Answer Recruiting and removal , Role modeling and coaching , Allocating rewards

True/False

Question Any change occurring in our life is a reason to get stressed.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question The cost of tensions and worries created by wrong kind of personalities are enormous in terms of.

Correct Answer Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.

Your Answer Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.

True/False

Question The process theories in general lack explanatory power over the complexities of work motivation.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question Noise is regarded as a distracter, because it interferes with/affects-

Correct Answer work efficiency

Your Answer work efficiency

Select The Blank

Question A _____ person has a cause and an ideology to fight for achieving the set goal.

Correct Answer Self-actualized

Your Answer Self-actualized

Select The Blank

Question The _____ studies were the first to emphasize the importance of task and human dimensions in assessing leadership.

Correct Answer Ohio State

Your Answer Ohio State

Multiple Choice Multiple Answer

Question Identify the process influence personality development.

Correct Answer Socialization process , Identification process

Your Answer Socialization process , Identification process

Multiple Choice Multiple Answer

Question According to Freud the human mind is composed of

Correct Answer Preconscious mind , Conscious mind , Unconscious mind

Your Answer Preconscious mind , Conscious mind , Unconscious mind

Select The Blank

Question _____ is caused because of the modern life and anxiety to cope with them.

Correct Answer Distress

Your Answer Distress

Select The Blank

Question According to Vroom's theory, _____ is the result of multiplication of valence and expectancy.

Correct Answer Motivation

Your Answer Motivation

Multiple Choice Single Answer

Question In Bank wiring room studies were carried out by:

Correct Answer an observer and an interviewer

Your Answer an observer and an interviewer

Multiple Choice Multiple Answer

Question What sort of communication is considered to be more effective in modern organization?

Correct Answer On-going , Informal , Dynamic

Your Answer On-going , Informal , Dynamic

Multiple Choice Multiple Answer

Question The levels at which studies of Organizational Behaviour have been carried out rotate to

Correct Answer Individual , Small group , Inter-group

Your Answer Inter-group , Intra-group

Multiple Choice Single Answer

Question Hawthorne studies point out that:

Correct Answer The need for recognition and security exert greater impact on productivity than the physical working conditions.

Your Answer The need for recognition and security exert greater impact on productivity than the physical working conditions.

Multiple Choice Multiple Answer

Question Identify which of the given theories pertain to the category of content theories.

Correct Answer Maslow's hierarchy theory , Alderfer's ERG needs theory , Fredrick Herzberg's two factor theory

Your Answer Maslow's hierarchy theory , Alderfer's ERG needs theory , Fredrick Herzberg's two factor theory

True/False

Question F. W. Taylor published a book titled "Psychology and Industrial Efficiency"

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question The stage which relates to development of decision making abilities, interpersonal and technical competencies is known as :

Correct Answer Storming

Your Answer Storming

Select The Blank

Question The pension plans, gratuity contribution and mandatory provident fund rules are framed basically to take care of _____ needs.

Correct Answer Security

Your Answer Security

Multiple Choice Multiple Answer

Question Major determinants of personality

Correct Answer Biological , Situation

Your Answer Biological , Cultural , Situation

Select The Blank

Question Manager's role changed from that of a leader to that of partner in a _____ type of organization.

Correct Answer Collegial

Your Answer Collegial

Multiple Choice Multiple Answer

Question In an example of the erection of a stone wall, the work curve shows the following

Correct Answer an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Your Answer an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Select The Blank

Question The communication process can be improved by _____.

Correct Answer Reducing status barriers

Your Answer Reducing status barriers

True/False

Question Employees and organization can prosper if they help each other.

Correct Answer True

Your Answer True

Match The Following

Question Correct Answer Your Answer

Noise is a distracter is a distracter

Repetitive task is a cause of boredom is a cause of boredom

Peak output is a result of efficiency is a result of efficiency

Soft music increases productivity increases productivity

Multiple Choice Multiple Answer

Question Select the factors which are treated as motivators by Herzberg in his theory of motivation.

Correct Answer Achievement , Possibility of growth , Responsibility

Your Answer Achievement , Possibility of growth , Responsibility

Multiple Choice Single Answer

Question Term LOC in the study of personality stand for

Correct Answer Locus of control

Your Answer Locus of control

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OBK1

True/False

Question Human behaviour is simple to understand

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question In Custodial organization model, managerial orientation is:

Correct Answer Money

Your Answer Money

Multiple Choice Single Answer

Question From the following which is classified as a hygiene factor according to Herzberg's theory of motivation.

Correct Answer Salary

Your Answer Salary

True/False

Question Organizational culture exists on different levels which differ in terms of visibility and resistance to change.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question In Bank wiring room studies were carried out by:

Correct Answer an observer and an interviewer

Your Answer an observer and an interviewer

Select The Blank

Question One of the factors causing decrement in work is _____.

Correct Answer fatigue

Your Answer fatigue

Select The Blank

Question Organizational Behaviour studies human behavior as well as group_____.

Correct Answer dynamics

Your Answer dynamics

Multiple Choice Multiple Answer

Question To be efficient every manager must try to

Correct Answer Understand human behaviour , Predict human behaviour , Control human behaviour

Your Answer Understand human behaviour , Predict human behaviour , Control human behaviour

Multiple Choice Single Answer

Question How would you analyze the situation where the morale of employees is high but their productivity is low?

Correct Answer Improper planning function
Your Answer Improper planning function

Match The Following

Question Correct Answer Your Answer

Harold Kelley Attribution theory Attribution theory

Herzberg Two factor theory of motivation Two factor theory of motivation

Douglas McGregor Theory X and theory Y Theory X and theory Y

J.Stacy Adams Equity theory Equity theory

True/False

Question According to Vroom's expectancy theory of motivation, when an individual desires a particular outcome the value of valence is negative.

Correct Answer False

Your Answer False

Select The Blank

Question In older days employees were referred to as _____

Correct Answer Hands

Your Answer Hands

Multiple Choice Single Answer

Question Anand is the new CEO of ABC Ltd. Whatever suggestions or recommendations are given by his subordinate managers, all are rejected by Anand. What sort of role is being portrayed by Anand?

Correct Answer Negativist

Your Answer Negativist

Multiple Choice Multiple Answer

Question Ego controls

Correct Answer The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.

Your Answer The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.

Select The Blank

Question The discipline of Organizational_____tries to synchronize internal organizational environment with external social environment.

Correct Answer Behaviour

Your Answer Culture

Select The Blank

Question The communication between managers and workers located in different functional divisions is known as _____ communication.

Correct Answer Diagonal

Your Answer Diagonal

Multiple Choice Single Answer

Question A communication media is said to rich when which of the given parameters are satisfied?

Correct Answer It facilitates rapid feedback

Your Answer It facilitates rapid feedback

Multiple Choice Multiple Answer

Question Ego reduces tension by performing task of

Correct Answer Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes

Your Answer Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes

Multiple Choice Single Answer

Question In Organizational Behaviour, 'caused behaviour' means

Correct Answer By his own behaviour, a manager can affect how an employee behaves.

Your Answer By his own behaviour, a manager can affect how an employee behaves.

Multiple Choice Multiple Answer

Question Fiedler has described situational favorableness in terms of three empirically derived dimensions, viz:

Correct Answer The leader member relationship , The degree of task structure , The leader's positional power

Your Answer The leader member relationship , The degree of task structure , The leader's positional power

Multiple Choice Multiple Answer

Question Good match between individual personality and organization is essential because of

Correct Answer Some people have passion for bureaucracy , Some people prefer autonomy flexibility in operation

Your Answer Some people have passion for bureaucracy , Some people prefer autonomy flexibility in operation , Some people prefer job dynamism

Multiple Choice Single Answer

Question From the given information identify the morale indicator.

Correct Answer Exit interviews

Your Answer Exit interviews

Select The Blank

Question Frequent absenteeism of manager who talks about punctuality to his subordinate is a way of _____ behaviour.

Correct Answer Autocratic

Your Answer Autocratic

Multiple Choice Multiple Answer

Question What are the principles of job enlargement?

Correct Answer Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments

Your Answer Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments

Select The Blank

Question The scuffle in the organization for achieving the organizational status and the power, is the essence of the _____ needs.

Correct Answer Esteem

Your Answer Esteem

Multiple Choice Single Answer

Question It is said that a manager should be so skillful that he should be able to develop and motivate even an inefficient employee. This expectation is said to come from which concept?

Correct Answer Pygmalion
Your Answer Personification

Multiple Choice Multiple Answer

Question Mismatch between personality and organization may lead to
Correct Answer Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction

Your Answer Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction

True/False

Question F. W. Taylor published a book titled "Psychology and Industrial Efficiency"

Correct Answer False

Your Answer False

Select The Blank

Question Individual initiative, flexibility and freedom are encouraged in _____ culture.

Correct Answer entrepreneurial

Your Answer entrepreneurial

Multiple Choice Single Answer

Question An atmospheric condition that is critical in a good working environment is-

Correct Answer air circulation

Your Answer air circulation

True/False

Question If the human element is handled properly by the manager he can make two plus equal to five.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question Commonalities and differences suggest in certain respects, every person is like

Correct Answer All other people , Some other people , No other person

Your Answer All other people , Some other people , No other person

Multiple Choice Multiple Answer

Question When an organism is confronted with a threat, according to the general adaptation theory states, the physiological response will occur in which of the three stages?

Correct Answer Alarm reaction , Resistance reaction , State of exhaustion

Your Answer Alarm reaction , Resistance reaction , State of exhaustion

True/False

Question Rest provides the opportunity to recover from fatigue.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Culture of an organization is also affected by

Correct Answer National culture

Your Answer Technology used in production

Match The Following

Question Correct Answer Your Answer

Theory X Autocratic organization Autocratic organization

Paternalistic attitude Custodial organization Custodial organization

Participation Supportive organization Supportive organization

Scientific and professional employees Collegial organization Collegial organization

Multiple Choice Multiple Answer

Question Indicate the developmental stages that the teams are required to go through.

Correct Answer Forming , Storming , Norming

Your Answer Forming , Storming , Norming

Select The Blank

Question The stress which refers to a state of happiness is known as _____.

Correct Answer Eustress

Your Answer Eustress

Multiple Choice Multiple Answer

Question Organizational socialization includes

Correct Answer Developing competencies , Developing organizational values , Developing social and working relationship

Your Answer Developing competencies , Developing organizational values , Developing social and working relationship

Multiple Choice Single Answer

Question Different kinds of work like heavy and muscular work, or light work, or clerical work yield curves that are-

Correct Answer different from each other

Your Answer different from each other

Multiple Choice Multiple Answer

Question Organizational culture includes:

Correct Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Your Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Multiple Choice Multiple Answer

Question Cultural diversity brings with it concerns like

Correct Answer Intra organizational conflicts , Communication difficulties , Intra organizational Turnovers

Your Answer Intra organizational conflicts , Communication difficulties , Intra organizational Turnovers

Multiple Choice Multiple Answer

Question Identify the process influence personality development.

Correct Answer Socialization process , Identification process

Your Answer Socialization process , Home environment , Identification process

True/False

Question It is said that the technical skill plays a major part in the leadership behaviour.

Correct Answer False

Your Answer True

True/False

Question Laissez faire leader is very directive in his approach.

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Frederick W. Taylor developed

Correct Answer Wage payment plans , Internal parity of wages , External parity of wages

Your Answer Wage payment plans , Internal parity of wages , Non-financial incentives

Select The Blank

Question The _____ stressors relate to the personal health and family life of an individual.

Correct Answer Personal

Your Answer Personal

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OBK2

Select The Blank

Question The concept of organizational stress was first evolved in the classic work of

_____.

Correct Answer Kahn et al

Your Answer Kahn et al

Multiple Choice Multiple Answer

Question The concepts dealing with the nature of individual are:

Correct Answer Whole person , Motivation , Human dignity

Your Answer Whole person , Motivation , Human dignity

Multiple Choice Multiple Answer

Question Attitude is

Correct Answer Tendency to react positively , Tendency to react negatively , Tendency to react in a certain way

Your Answer Tendency to react positively , Tendency to react negatively , Tendency to react in a certain way

Match The Following

Question Correct Answer Your Answer

Ideal self Roger Roger

Per sonare to sound through to sound through

Ego Frennd to sound through

Traits All port Sheldon

Physical structuring Sheldon All port

True/False

Question Maximum adaptation occurs during the stage of resistance.

Correct Answer True

Your Answer False

Multiple Choice Single Answer

Question Which of the given factors are also known as dissatisfiers?

Correct Answer Hygiene factors

Your Answer Hygiene factors

True/False

Question At the supervisory level the requirement of conceptual skill is the highest.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question An important factor in implementing rest pauses lies in its-

Correct Answer placement

Your Answer satisfaction

True/False

Question Research has found that all communication channels are equal in their capacity to convey information.

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Scientific management movement sought to improve productivity by:

Correct Answer Rationalizing the work , Introduction of various wage plans , Introduction of incentive plans

Your Answer Introduction of various wage plans , Introduction of incentive plans , Rationalizing the external environment

Multiple Choice Single Answer

Question According to the Vroom's theory, what will be the value of expectancy when an event is bound to occur?

Correct Answer One

Your Answer One

Multiple Choice Multiple Answer

Question State the needs as stated by Abraham Maslow in his theory.

Correct Answer Domination , Gratification , Activation

Your Answer Domination , Gratification , Activation

Select The Blank

Question The _____ needs have a tendency of recurrence.

Correct Answer Physiological

Your Answer Physiological

Select The Blank

Question _____ communication is useful for flatter organizational structure.

Correct Answer Lateral

Your Answer Lateral

True/False

Question Money represents the best means to satisfy physiological needs.

Correct Answer True

Your Answer True

Select The Blank

Question The informal system of communication network system in an organization is known as _____.

Correct Answer Grapevine

Your Answer Grapevine

True/False

Question Productivity can be high inspite of morale being low because of the rigid management control system.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question The process by which a new employee is inducted into its culture is known as

Correct Answer Organizational socialization

Your Answer Organizational socialization

Select The Blank

Question The group_____are more important to the group members than any financial incentive.

Correct Answer norms

Your Answer norms

Select The Blank

Question The multinationals which come on the Indian scene enjoy superior resources in terms of_____technology as well as market network.

Correct Answer money

Your Answer money

True/False

Question Organizations have division of labour

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question State the factors that are necessary to gain an understanding of the team dynamics and effectiveness.

Correct Answer Goals of the team , Team size , Diversity within the team

Your Answer Goals of the team , Team size , Diversity within the team

Multiple Choice Single Answer

Question In Supportive organization model, employee orientation is:

Correct Answer Job performance

Your Answer Job performance

Multiple Choice Multiple Answer

Question Elimination of boredom is necessary

Correct Answer to retain interest in work , to increase efficiency , to stabilize productivity

Your Answer to retain interest in work , to increase efficiency , to stabilize productivity

Multiple Choice Multiple Answer

Question Attitudes influence by

Correct Answer Religion , Family , Educational background

Your Answer Policies of organization , Religion , Family

Multiple Choice Multiple Answer

Question Work attitudes can be reflected in an organization through

Correct Answer Challenge of job , Job satisfaction , Organizational commitment

Your Answer Challenge of job , Job satisfaction , Organizational commitment

Select The Blank

Question Organization's using _____ model are very successful in the era of globalisation.

Correct Answer Supportive

Your Answer Supportive

Multiple Choice Single Answer

Question By derivation personality mean

Correct Answer An individual only appears to be

Your Answer An individual what he really is

True/False

Question Research activity emphasizes least collaboration and team work among workers.

Correct Answer False

Your Answer False

True/False

Question A need once satisfied is a spent force and hence acts as a motivator.

Correct Answer False

Your Answer False

Select The Blank

Question An employee whose skill set combines good training and high performance goals, implies that he has _____ .

Correct Answer High productivity

Your Answer High productivity

Multiple Choice Multiple Answer

Question Sources of personality difference related to two important factors. These are

Correct Answer Heredity , Family

Your Answer Heredity , Family

Multiple Choice Single Answer

Question Which type of motivators are involved in granting additional authority to an employee in his activity?

Correct Answer Responsibility and recognition

Your Answer Responsibility and recognition

True/False

Question Norms are often more liberally defined.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question It can be inferred from Hawthorne studies that in determining productivity a vital role was played by:

Correct Answer Quality of supervision

Your Answer Financial incentives

Multiple Choice Multiple Answer

Question To change organizational culture successfully we need to:

Correct Answer Find the most effective sub-culture and use it as an example , Practice what we preach , Include employees in the change process

Your Answer Find the most effective sub-culture and use it as an example , Practice what we preach , Include employees in the change process

Multiple Choice Single Answer

Question Hawthorne studies provided the foundation for the expansion of Industrial Psychology

to the:

Correct Answer Study of motivation and morale

Your Answer Study of motivation and morale

Match The Following

Question Correct Answer Your Answer

Fred Fiedler Contingency Theory of Leadership Contingency Theory of Leadership

Blake and Mouton Managerial grid Managerial grid

Rensis Likert Four Systems Management Four Systems Management

Tannenbaum and Schmidt Leadership Behaviour Continuum Leadership Behaviour Continuum

Multiple Choice Multiple Answer

Question Situation where individual differences are unimportant

Correct Answer Earthquake , Drought , Flood

Your Answer Earthquake , Drought , Flood

Multiple Choice Multiple Answer

Question According to Likert, few variables characterize the leadership style. Select these variables.

Correct Answer Casual , Intervening , End-result

Your Answer Casual , Intervening , End-result

Multiple Choice Single Answer

Question Repetitive jobs appear to be least-

Correct Answer interesting

Your Answer interesting

Multiple Choice Multiple Answer

Question In organizational context, employees have attitudes related to

Correct Answer Prestige of department , Job security

Your Answer Productivity , Technology , Job security

Multiple Choice Multiple Answer

Question Mr. Jay sets up a task force to improve communication effectiveness within his organization. What factors should be considered by the task force to achieve effective communication?

Correct Answer Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy

Your Answer Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy

Multiple Choice Multiple Answer

Question In an example of the erection of a stone wall, the work curve shows the following

Correct Answer an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Your Answer an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Multiple Choice Single Answer

Question In Collegial organization model employee psychological result is:

Correct Answer Self-discipline

Your Answer Self-discipline

Select The Blank

Question Herzberg's two factory model is useful as an explanation for job _____.

Correct Answer Satisfaction

Your Answer Satisfaction

Multiple Choice Multiple Answer

Question Identify the categories of life stressors:

Correct Answer Life changes , Daily stressors , Life trauma

Your Answer Life changes , Daily stressors , Life trauma

LIST OF ATTEMPTED QUESTIONS AND ANSWERS KOB3

Multiple Choice Multiple Answer

Question Factors important for creating a favourable work environment are

Correct Answer playing of soft music , adequate illumination , a soothing colour scheme

Your Answer playing of soft music , adequate illumination , a soothing colour scheme

Multiple Choice Multiple Answer

Question The different types of fatigue are

Correct Answer mental , physical , psychological

Your Answer mental , physical , psychological

True/False

Question A manager can be effective by just having a sound knowledge of his area of work

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question Noise is regarded as a distracter, because it interferes with/affects-

Correct Answer work efficiency

Your Answer work efficiency

Multiple Choice Single Answer

Question People always bring something of their own to the situation. This something is known as

Correct Answer Personality

Your Answer Personality

Multiple Choice Single Answer

Question The philosophy that guides an organization's policies towards its employees and customers is an important part of

Correct Answer Organizational culture

Your Answer Organizational culture

Multiple Choice Single Answer

Question It is important to study personality because it helps

Correct Answer To understand, predict and control behaviour in the organization.

Your Answer To understand, predict and control behaviour in the organization.

Select The Blank

Question Organizational_____represents a complex pattern of beliefs, expectations, ideas, values and attitudes shared by the members of the organization.

Correct Answer culture

Your Answer behavior

Multiple Choice Multiple Answer

Question Characteristics of entrepreneurial culture are

Correct Answer Taking risks , Dynamism , Creativity

Your Answer Taking risks , Dynamism , Creativity

True/False

Question The challenge relating to management of change can be met only with effective leadership.

Correct Answer True

Your Answer False

Multiple Choice Multiple Answer

Question The results of bank wiring room study done under the Hawthorne experiments were:

Correct Answer Small group of people emerge as a team , The group is indifferent towards financial incentives , The group norms are more important for the members

Your Answer Small group of people emerge as a team , The group is indifferent towards financial incentives , The group norms are more important for the members

Multiple Choice Single Answer

Question Structure of human mind which distinguish between mental images and actual sources of tension is known as

Correct Answer Ego

Your Answer Id

Multiple Choice Multiple Answer

Question The features of team empowerment are as follows:

Correct Answer Potency , Autonomy , Impact

Your Answer Potency , Autonomy , Impact

True/False

Question Organisations are defined as group of people, who come together to achieve uncommon objectives.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question A manager can take corrective action in time if he is able to understand which of the given indicators?

Correct Answer Morale

Your Answer Morale

True/False

Question Whatever an individual does, there is always some sort and some amount of stress on him.

Correct Answer True

Your Answer True

Match The Following

Question Correct Answer Your Answer

Some people tend to be problem oriented When exposed to tension producing situation When exposed to tensions and anxieties.

Some people deals with the emotional experience When exposed to tensions and anxieties. Sympathy and supportive responses.

Some people arouse hospitality and aggression in their associates Sympathy and supportive responses. While others swamp in the similar circumstances.

Some people encourage and others discourage. Free and open communication in view of their personality traits. When exposed to tension producing situation

Some people tolerate severely stressful situation While others swamp in the similar circumstances. Free and open communication in view of their personality traits.

Multiple Choice Single Answer

Question Which theory assumes that the manager's role is to coerce and control employees?

Correct Answer Theory X

Your Answer Theory X

Multiple Choice Single Answer

Question One of the factors which plays critical role to develop personality is

Correct Answer Environment at home

Your Answer Environment at home

Multiple Choice Single Answer

Question The great depression contributed to the rise of:

Correct Answer Human relations movement

Your Answer Human relations movement

Multiple Choice Single Answer

Question Human being is described as "basically a battlefield" in the context to

Correct Answer Freud's theory of personality

Your Answer Freud's theory of personality

Select The Blank

Question Decrease in productivity and increase in interpersonal conflicts are some of the _____ symptoms of stress.

Correct Answer Behavioral

Your Answer Behavioral

Select The Blank

Question _____ are the rules of pattern and behaviour that are expected from all team members.

Correct Answer Norms

Your Answer Norms

Multiple Choice Single Answer

Question Internal integration involves addressing the issue of:

Correct Answer Determining rules related to power and status

Your Answer Setting specific goals

Multiple Choice Multiple Answer

Question Select the organizational stressors which are intrinsic to the job.

Correct Answer Boredom , Time pressures and deadlines , Exorbitant work demands

Your Answer Boredom , Time pressures and deadlines , Exorbitant work demands

Multiple Choice Single Answer

Question Personality is the organization of

Correct Answer An individual's "personal pattern of tendencies".

Your Answer An individual's "personal pattern of tendencies".

Select The Blank

Question According to Peter F. Drucker, the basic and scarcest resource of any business enterprise is _____.

Correct Answer Business leaders

Your Answer Business leaders

Multiple Choice Multiple Answer

Question The broad categories of stressors are :

Correct Answer Organizational stressors , Personal stressors , Life stressors

Your Answer Organizational stressors , Personal stressors , Life stressors

True/False

Question Negative style of leadership involves lesser human costs as compared to the other styles.

Correct Answer False

Your Answer False

Select The Blank

Question On the managerial grid, a manager falling in the _____ category will have maximum concern for both people and production.

Correct Answer 9.9

Your Answer 9.9

True/False

Question Over million of years, with change in the lifestyle, the body chemistry has also changed.

Correct Answer False

Your Answer True

Multiple Choice Multiple Answer

Question In which organization models, managers did not bother to create an atmosphere which was conducive to the development of the employees?

Correct Answer Autocratic , Custodial

Your Answer Autocratic

Multiple Choice Multiple Answer

Question Behavioural scientists are focusing their attention on

Correct Answer Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making

Your Answer Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making

Select The Blank

Question The hypo stress is often experienced by _____ people.

Correct Answer Retired

Your Answer Retired

Multiple Choice Single Answer

Question Multiple Choice Single Response

Correct Answer Leader

Your Answer Philosopher

True/False

Question The effects of hypo stress are faster than other types and are long lasting in nature.

Correct Answer False
Your Answer False

Select The Blank

Question _____ has stated twelve key casual factors that shape a company's culture.
Correct Answer David Drennan
Your Answer Keith Devis

Match The Following

Question Correct Answer Your Answer

Process-oriented remedy to overcome groupthink Use subgroups to develop alternatives and compare solutions Use subgroups to develop alternatives and compare solutions

Organisational remedy to overcome groupthink Multiple groups examine same issue Multiple groups examine same issue

Learner-oriented remedy to overcome groupthink Encourage all members to evaluate ideas critically Encourage all members to evaluate ideas critically

Member-oriented remedy to overcome groupthink Make a decision only after all ideas have been evaluated Make a decision only after all ideas have been evaluated

Multiple Choice Multiple Answer

Question Identify the situations which reflect upward communication.
Correct Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys
Your Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Multiple Choice Single Answer

Question All the unique traits and patterns of adjustment of the individual is known as
Correct Answer Personality
Your Answer Personality

Select The Blank

Question _____ in one form of dominance, in which the followers more or less willingly accept direction and control by another person.
Correct Answer Leadership
Your Answer Leadership

Multiple Choice Single Answer

Question Multiple Choice Single Response
Correct Answer Negative
Your Answer Participative

Multiple Choice Single Answer

Question Modern psychology personality mean
Correct Answer The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.
Your Answer The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.

Multiple Choice Single Answer

Question In Supportive organization model at which level the employee needs are met?

Correct Answer Higher-order
Your Answer Higher-order

Multiple Choice Multiple Answer

Question Select the factors which are treated as motivators by Herzberg in his theory of motivation.

Correct Answer Achievement , Possibility of growth , Responsibility
Your Answer Achievement , Possibility of growth , Responsibility

True/False

Question Cultural elements and their relationships create a pattern that is identical in all organizations.

Correct Answer False
Your Answer False

Select The Blank

Question The two dimensions of leadership which emerged from the Leader Behavior Description Questionnaire were 'consideration' and '_____':

Correct Answer Initiating structure
Your Answer Contemplation

NEW Question

Match The Following

Question Correct Answer Your Answer

Personality is a stable set of characteristics and tendencies That determine those commonalities and differences in the psychological behaviour of people Personal pattern of tendencies.

Monetary rewards, authoritarian leadership style and motivational strategies for performance are ineffective. When applied to intelligent, independent, confident worker. When applied to intelligent, independent, confident worker.

It is interesting to know that the word "personality" by derivation should mean What an individual only appears to be not what he really is. What an individual only appears to be not what he really is.

Personality is the organization of an individuals Personal pattern of tendencies. That determine those commonalities and differences in the psychological behaviour of people

Event in the surrounding environment strongly influence. The way people behave at any particular time. The way people behave at any particular time.

Question The attributes such as pulling together related ideas and offering a decision for the group to accept or reject, are related to which of the given task oriented roles?

Correct Answer Summarizing
Your Answer Summarizing

True/False

Question Once the team reaches the performing stage, the team members become familiar with each other.

Correct Answer False
Your Answer False

True/False

Question Only when the team is in the adjourning stage, the relationships between the team members are stabilised.

Correct Answer False

Your Answer False

Question

Differences in cultural contexts may pose a hurdle to _____ communication in organizations.

Correct Answer Interpersonal

Your Answer Interpersonal

True/False

Question Impersonal written media such as formal reports and bulletins rate as richest communication media.

Correct Answer False

Your Answer False

Question Select the organizational stressors which are intrinsic to the job.

Correct Answer Boredom , Time pressures and deadlines , Exorbitant work demands

Your Answer Boredom , Time pressures and deadlines , Exorbitant work demands

Question The ability to think in terms of models, frameworks, and broad relationships is known as _____ skill.

Correct Answer Conceptual

Your Answer Technical

Question Usually, the subordinates prefer the democratic leader.

Correct Answer True

Your Answer False

Question _____ groups operating within the work settings exert strong social controls over the work habits and performance of the individual workers.

Correct Answer Informal

Your Answer Informal

Question: Contribution of Walter Dill Scot towards industrial psychology is:

Correct Answer: He showed how psychology can be applied to advertising and selling.

Your Answer He branched industrial psychology into guidance on vocational interests

match the following

Question

Correct Answer

Your Answer

Hugo Munsteberg	Industrial accidents	Industrial psychology
Waller Dill Scot	Industrial psychology	Trade unionism
Fred Luthans	Human relations	Human relations
Frederick Taylor	Scientific management	Scientific management

Question The _____ have failed to meet the goals of prediction and control of organizational behavior.

Correct Answer Expectancy models Your Answer Procedural theories

Question The _____ motivator includes introducing new and more difficult tasks to an employee, who will be doing them for the first time.

Correct Answer Growth and learning Your Answer Growth and learning

Question State the drawback of Vroom's theory.

Correct Answer Does not provide specific solution to the motivational problems

Your Answer Fails to understand the significance of perception

Question Characteristics of entrepreneurial culture are

Correct Answer Taking risks , Dynamism , Creativity

Your Answer Dynamism , Creativity , Profit orientation

Question Organizational socialization includes

Correct Answer Developing competencies , Developing organizational values ,
Developing social and working relationship

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OBB3

Question Attitudes influence by

Correct Answer Religion , Family , Educational background

Your Answer Policies of organization , Religion , Family

Question Sources of organizational commitments are

Correct Answer Opportunities for advancement , Working condition , Relationships at work place

Your Answer Quality of product , Opportunities for advancement , Relationships at work place

Match The Following

A personality becomes disorderly When either the id or super ego is active. When either the id or super ego is active.

A can have strong super ego is Likely to be in constant and pronounced battle with the id. In various work settings employing a number of psychological measures

When too much energy is consumed by ego in mediating between the id and super ego An individual personal development is adversely affected. An individual personal development is adversely affected.

Id is pressing for satisfaction The ego is trying to delay it. The ego is trying to delay it.

Cattell has extensively worked on traits. In various work settings employing a number of psychological measures Likely to be in constant and pronounced battle with the id.

Match The Following

All port is of the opinion that Each individual possesses a set of traits that are not shared by any individuals Each individual possesses a set of traits that are not shared by any individuals

Three components of physique. endomorphs, mesomorphy and ectomorphy. endomorphs, mesomorphy and ectomorphy.

Trait theories gives recognition to Continuity of personalities. Continuity of personalities.

Fundamental problem of trait theories is that They are essentially descriptive rather than analytical. They are essentially descriptive rather than analytical.

It would be beneficial for the manager to understand the self concept because This unique concept facilitate to reinforcement motivation and leadership techniques in the process of maintaining the required output This unique concept facilitate to reinforcement motivation and leadership techniques in the process of maintaining the required output

Question The storming stage relating to development of a team is characterised by which of the following aspects?

Correct Answer Emergence of conflicts , Seeking task related guidance from the leader , Deciding the responsibilities of each team member

Your Answer Emergence of conflicts , Seeking task related guidance from the leader , Deciding the responsibilities of each team member

Question State the factors that are necessary to gain an understanding of the team dynamics and effectiveness.

Correct Answer Goals of the team , Team size , Diversity within the team

Your Answer Goals of the team , Team size , Diversity within the team

Question State the various functions of communication.

Correct Answer Control , Motivation , Information

Your Answer Control , Motivation , Information

Question Identify the situations which reflect upward communication.

Correct Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Your Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Question Communication provides a means to release _____ and for fulfillment of social needs.

Correct Answer Emotional expression

Your Answer Emotional expression

Question Face-to-face conversation is often regarded as the richest communication media, because:

Correct Answer Handles multiple cues simultaneously

Your Answer It encourages people to communicate

Question Communication can be characterized as vertical, horizontal or diagonal.

Correct Answer True

Your Answer False

Question According to Larking, the upward communication will be effective only if the top managers communicated directly with the staff members.

Correct Answer False

Your Answer True

Question Which are the main personal stressors stated by Yoga?

Correct Answer State of helplessness , Jealousy , Temptations

Your Answer State of helplessness , Jealousy , Temptations

Question The relationship in which one person influences others to work together willingly on related tasks is known as _____.

Correct Answer Leadership

Your Answer Pandemonium

Question The leader who fails to guide, motivate and develop his subordinates is said to be practicing _____ leadership style.

Correct Answer Free Rein

Your Answer Autocratic

Question Multiple Choice Single Response

Correct Answer Laissez Faire

Your Answer Authoritarian

Question Which leadership style is good while dealing with scientific and professional employees?

Correct Answer Free Rein

Your Answer Participative

Question The discipline of Organizational Behaviour is based on _____ studies of human behaviour at the work settings.

Correct Answer empirical

Your Answer empirical

Question The blue print of human behaviour at work is represented by

Correct Answer Rules , Regulations , Procedures

Your Answer Rules , Regulations , Procedures

Question Behavioural scientists are focusing their attention on

Correct Answer Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making

Your Answer Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making

Question The great depression took place around the year:

Correct Answer 1929

Your Answer 1929

Question The chief objective of the Bank wiring room study was:

Correct Answer To conduct an observational analysis of the work groups.

Your Answer To conduct an observational analysis of the work groups.

Question Managers began to develop a new awakened view of the human aspects of their jobs after:

Correct Answer The great depression

Your Answer The great depression

Question As per the fundamental concepts of Organizational Behaviour _____ states that every person in an organization should be respected.

Correct Answer Human dignity

Your Answer Human dignity

Question Name the groups of core needs identified by Alderfer

Correct Answer Existence , Relatedness , Growth

Your Answer Existence , Relatedness , Growth

Question Features of Theory Y are:

Correct Answer Work is as natural as play , Humanistic and supportive approach , People have the required potential

Your Answer Work is as natural as play , Humanistic and supportive approach , People have the required potential

Question The factors which make the job itself a tool of motivation are known as:

Correct Answer Satisfiers

Your Answer Satisfiers

Question Which type of motivators are involved in granting additional authority to an employee in his activity?

Correct Answer Responsibility and recognition

Your Answer Responsibility and recognition

Question Feeling of insecurity usually makes a man under-productive.

Correct Answer True

Your Answer True

Question The social needs are so strong that even the cruelest criminals dread the punishment of solitary confinement.

Correct Answer True

Your Answer True

Question The Porter-Lawler model states that effort necessarily leads to performance and satisfaction.

Correct Answer False

Your Answer True

Question In a strong organizational culture

Correct Answer Goals are aligned , Employees are highly motivated , Performance is outstanding

Your Answer Goals are aligned , Employees are highly motivated , Past has little importance

Question Work capacity of an organism is reduced due to the fact that work causes waste products to-

Correct Answer accumulate

Your Answer accumulate

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Multiple Answer

Question	Commanlities and differences suggest in certain respects, every person is like
Correct Answer	All other people , Some other people , No other person
Your Answer	All other people , Some other people , No other person

Multiple Choice Multiple Answer

Question	Major determinants of personality
Correct Answer	Biological , Situation
Your Answer	Biological , Cultural , Situation

Multiple Choice Multiple Answer

Question	Identify the process influence personality development.
Correct Answer	Socialization process , Identification process
Your Answer	Socialization process , Identification process

True/False

Question	Conflicts between management and union is a classic example of divergence of perception
Correct Answer	True
Your Answer	True

True/False

Question	Motivation mean causes of behaviour.
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	Work motivation approaches are classified as
Correct Answer	Content and process theories
Your Answer	Content and process theories

Multiple Choice Single Answer

Question	Psychological needs have a tendency of
Correct Answer	recurrence
Your Answer	increasing

Multiple Choice Single Answer

Question	Physical surrounding affects
Correct Answer	Production
Your Answer	Production

True/False

Question	Job rotation is the only cure for boredom.
Correct Answer	False
Your Answer	False

True/False

Question	Organizations are free of conflicts.
Correct Answer	False
Your Answer	False

True/False

Question	Accommodating style refers to assertive behaviours
Correct Answer	False
Your Answer	True

Multiple Choice Single Answer

Question	Mutuality of interest means
Correct Answer	Objectives of employees and organizations are met through interdependence of employees and organisations
Your Answer	Objectives of employees and organizations are met through interdependence of employees and organisations

True/False

Question	A business enterprise is an organization of people
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	Distress is caused whenever a person is
Correct Answer	Suddenly very sad or angry
Your Answer	Suddenly very sad or angry

Multiple Choice Single Answer

Question	Leaders use three skills, technical, human and
----------	--

Correct Answer Conceptual

Your Answer Conceptual

True/False

Question Democratic leaders take full authority and assume full responsibility

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question In organizations, individuals are tied in a meaningful

Correct Answer Relationship

Your Answer Relationship

Select The Blank

Question Perceptual _____ is utmost _____ in understanding human behaviour

Correct Answer Process

Your Answer Process

Correct Answer Significant

Your Answer Significant

True/False

Question Taylor published a book titled "psychology and industrial efficiency"

Correct Answer False

Your Answer False

Select The Blank

Question Providing support for employees and _____ who have ideas for a better _____ and are willing to act on those ideas.

Correct Answer teams

Your Answer teams

Correct Answer culture

Your Answer culture

Select The Blank

Question The _____ is a major reason of conflict that we encounter in our personal as well as _____ life

Correct Answer uniqueness

Your Answer	uniqueness
Correct Answer	professional
Your Answer	professional

Select The Blank

Question	Many _____ changes bombard the modern organization and make change _____.
Correct Answer	external
Your Answer	inevitable
Correct Answer	inevitable
Your Answer	force

Select The Blank

Question	Organisation must _____ the effects of _____.
Correct Answer	evaluate
Your Answer	evaluate
Correct Answer	change
Your Answer	change

Multiple Choice Single Answer

Question	Self oriented roles are
Correct Answer	Play boy, story teller
Your Answer	Initiating

Select The Blank

Question	Effective group members can diagnose _____ and group processes and improve their own and group's _____.
Correct Answer	individual
Your Answer	individual
Correct Answer	functioning
Your Answer	functioning

Multiple Choice Single Answer

Question	Top manager should communicate with the immediate supervisor
Correct Answer	directly
Your Answer	directly

Multiple Choice Single Answer

Question	Diagonal communication refers to communication between managers and workers located in
Correct Answer	different functional areas
Your Answer	different functional areas

True/False

Question	Diagonal communication refers to communication between Managers and workers located in same functional divisions
Correct Answer	False
Your Answer	False

Multiple Choice Multiple Answer

Question	The levels at which studies of O.B. have been carried out rotate to
Correct Answer	Individual , Small group , Inter group
Your Answer	Individual , Small group , Inter group

Multiple Choice Multiple Answer

Question	Sources of organizational commitments are
Correct Answer	Opportunities for advancement , Working condition , Relationships at work place
Your Answer	Quality of product , Opportunities for advancement , Working condition , Relationships at work place

Multiple Choice Multiple Answer

Question	According to modern psychologists human behaviour is
Correct Answer	unconscious , sparked by a motion , to satisfy needs
Your Answer	sparked by a motion , conscious , to satisfy needs

Multiple Choice Multiple Answer

Question	Work curve differs
Correct Answer	Person to person , Time to time , Work to work
Your Answer	Person to person , Time to time

Multiple Choice Multiple Answer

Question	Process oriented remedies for group think are
Correct Answer	Use subgroups to develop alternative and compare solutions , Compare to other organization's solutions , Hold "Second chance" meetings
Your Answer	Use subgroups to develop alternative and compare solutions , Compare to other organization's solutions , Hold "Second chance" meetings

Multiple Choice Multiple Answer

Question	Any organizational culture takes place when members shares knowledge and develop ways of coping with issues of
Correct Answer	Internal integration , Setting specific targets to achieve , External adaptation
Your Answer	Internal integration , External adaptation

Multiple Choice Multiple Answer

Question	Upward communication tends to be poor because of
Correct Answer	fear of reprisal , filters , time
Your Answer	fear of reprisal , filters , time

Multiple Choice Multiple Answer

Question	Individual personality traits that serve as hurdle in communication
Correct Answer	low adjustments , low sociability , low agreeableness
Your Answer	low adjustments , low sociability , low agreeableness

Select The Blank

Question	Knowledge and _____ are more critical to an organizations _____ advantage.
Correct Answer	innovation
Your Answer	innovation
Correct Answer	competitive
Your Answer	competitive

Multiple Choice Multiple Answer

Question	Various sources of stresses
Correct Answer	Physical make up , Familial demands , Social demands
Your Answer	Familial demands , Social demands , Mind

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Multiple Answer

Question	Major determinants of personality
Correct Answer	Biological , Situation
Your Answer	Biological , Cultural

Multiple Choice Multiple Answer

Question	Identify the process influence personality development.
Correct Answer	Socialization process , Identification process
Your Answer	Socialization process , Home environment , Identification process

Multiple Choice Multiple Answer

Question	According to Freud the human mind is composed of
Correct Answer	Preconscious mind , Conscious mind , Unconscious mind
Your Answer	Preconscious mind , Conscious mind

Multiple Choice Multiple Answer

Question	Ego controls
Correct Answer	The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.
Your Answer	The gateway of actions , Creates tolerance , Decides what instincts will be satisfied.

Multiple Choice Single Answer

Question	Many of our prejudices operate at an
Correct Answer	Unconscious level
Your Answer	Unconscious level

Multiple Choice Single Answer

Question	Attitudes are determined by
Correct Answer	A whole set of favourable and unfavourable influence to the object
Your Answer	None of above

Multiple Choice Single Answer

Question	Congruent change in attitude mean
----------	-----------------------------------

Correct Answer	Movement in the same direction
Your Answer	Movement in the same direction

True/False

Question	The personality problems are the root cause of organizational conflicts.
Correct Answer	True
Your Answer	True

Match The Following

Question	Correct Answer	Your Answer
Ego	Frend	Frend
Traits	All port	Roger
Physical structuring	Sheldon	Sheldon
Ideal self	Roger	All port
Per sonare	to sound through	to sound through

Multiple Choice Multiple Answer

Question	State the factors that are necessary to gain an understanding of the team dynamics and effectiveness.
Correct Answer	Goals of the team , Team size , Diversity within the team
Your Answer	Goals of the team , Team size , Diversity within the team

Select The Blank

Question	The ability and willingness of group members to set goals and work towards their accomplishment is known as _____.
Correct Answer	Group maturity
Your Answer	Group dynamics

Multiple Choice Single Answer

Question	The stage which relates to development of decision making abilities, interpersonal and technical competencies is known as :
Correct Answer	Storming
Your Answer	Storming

Multiple Choice Multiple Answer

Question	What sort of communication is considered to be more effective in modern organization?
Correct Answer	On-going , Informal , Dynamic
Your Answer	On-going , Informal

Multiple Choice Multiple Answer

Question	Identify the steps involved in achieving improvement in communication within the organization.
Correct Answer	Simple messages , Use of multiple channels , Promoting inter-group communication
Your Answer	Simple messages , Use of multiple channels , Promoting inter-group communication

True/False

Question	The more successful the organization is, the less effective is its internal communication.
Correct Answer	False
Your Answer	False

True/False

Question	The purpose should be expressed only after the communication process is completed.
Correct Answer	False
Your Answer	False

Select The Blank

Question	A non-specific response of the body to a situation is known as _____.
Correct Answer	Stress
Your Answer	Perception

Select The Blank

Question	_____ is caused because of the modern life and anxiety to cope with them.
Correct Answer	Distress
Your Answer	Distress

Select The Blank

Question	The _____ stressors relate to the personal health and family life of an individual.
Correct Answer	Personal

Your Answer Organizational

Select The Blank

Question Sleep disturbance, bowel irritation and back ache are some of the _____ symptoms of stress.

Correct Answer Psychosomatic

Your Answer Physical

True/False

Question Eustress is very harmful to the person suffering from it.

Correct Answer False

Your Answer True

Select The Blank

Question _____ in one form of dominance, in which the followers more or less willingly accept direction and control by another person.

Correct Answer Leadership

Your Answer Leadership

Multiple Choice Single Answer

Question Multiple Choice Single Response

Correct Answer Dynamic and effective leadership

Your Answer Dynamic and ineffective leadership

True/False

Question Usually, the subordinates prefer the democratic leader.

Correct Answer True

Your Answer True

Select The Blank

Question Organizational Behaviour studies human behavior as well as group_____.

Correct Answer dynamics

Your Answer dynamics

Multiple Choice Multiple Answer

Question	To be efficient every manager must try to
Correct Answer	Understand human behaviour , Predict human behaviour , Control human behaviour
Your Answer	Understand human behaviour , Control human behaviour

Multiple Choice Multiple Answer

Question	Behavioural scientists are focusing their attention on
Correct Answer	Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making
Your Answer	Organizational adaptability , Relationship of organizational structure to human behaviour

Multiple Choice Single Answer

Question	Contribution of Walter Dill Scot towards industrial psychology is:
Correct Answer	He showed how psychology can be applied to advertising and selling.
Your Answer	He put industrial psychology into the study of the workers.

Multiple Choice Single Answer

Question	In Custodial organization model, managerial orientation is:
Correct Answer	Money
Your Answer	Money

Multiple Choice Single Answer

Question	In Collegial organization model employee psychological result is:
Correct Answer	Self-discipline
Your Answer	Self-discipline

Multiple Choice Multiple Answer

Question	Basic Organizational Behaviour concepts take into consideration
Correct Answer	Nature of people , Nature of technology , Nature of organization
Your Answer	Nature of people , Nature of organization

Select The Blank

Question	Frequent absenteeism of manager who talks about punctuality to his subordinate is a way of _____ behaviour.
Correct Answer	Autocratic

Your Answer Autocratic

Multiple Choice Multiple Answer

Question The esteem needs manifest itself in which of the following forms.

Correct Answer Need for status , Need for power , Need for recognition

Your Answer Need for power

Multiple Choice Multiple Answer

Question Features of Maslow's need hierarchy theory are:

Correct Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Your Answer Classifies basic human needs in a hierarchy , Classifies human beings in organizational hierarchy

Select The Blank

Question Herzberg's two factory model is useful as an explanation for job _____.

Correct Answer Satisfaction

Your Answer Satisfaction

Select The Blank

Question The scuffle in the organization for achieving the organizational status ant the power, is the essence of the _____ needs.

Correct Answer Esteem

Your Answer Esteem

Multiple Choice Single Answer

Question According to the Vroom's theory, what will be the value of expectancy when an event is bound to occur?

Correct Answer One

Your Answer One

True/False

Question As compared to the content models, the expectancy models are very simple and easy to translate into actual practice.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question	From the given information identify the morale indicator.
Correct Answer	Exit interviews
Your Answer	Increase in sales

True/False

Question	Morale represents the integration of an individual with the team and ignores the organization itself.
Correct Answer	False
Your Answer	True

Multiple Choice Multiple Answer

Question	We can maintain organizational culture by
Correct Answer	Recruiting and removal , Role modeling and coaching , Allocating rewards
Your Answer	Role modeling and coaching , Setting goals , Allocating rewards

Multiple Choice Single Answer

Question	In which type of corporate culture, do the members have a strong sense of identification and recognize the interdependence?
Correct Answer	Clan
Your Answer	Entrepreneurial

Match The Following

Question	Correct Answer	Your Answer
Repetitive task	is a cause of boredom	increases productivity
Peak output	is a result of efficiency	is a result of rest pauses
Soft music	increases productivity	is a result of efficiency
Noise	is a distracter	is a distracter

True/False

Question	Rest provides the opportunity to recover from fatigue.
Correct Answer	True
Your Answer	True

True/False

Question	Rest pauses provide an opportunity to talk and think only about job-related activities
Correct Answer	False
Your Answer	False

Multiple Choice Single Answer

Question	Intermittent bright flashes of light affect-
Correct Answer	productivity
Your Answer	productivity

Multiple Choice Multiple Answer

Question	In an example of the erection of a stone wall, the work curve shows the following
Correct Answer	an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again
Your Answer	an initial warming up before reaching peak productivity , the leveling off of productivity , continuous rise in productivity , eventual decrement in productivity, probably ending in a spurt again

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Select The Blank

Question When an autocratic leader chooses to give rewards to his employees, then his style becomes _____-autocratic style.

Correct Answer Benevolent

Your Answer Benevolent

True/False

Question In the forming stage the team members set the rules by which the team should operate.

Correct Answer False

Your Answer True

Multiple Choice Multiple Answer

Question Commonalities and differences suggest in certain respects, every person is like

Correct Answer All other people , Some other people , No other person

Your Answer All other people , Some other people , No other person

Select The Blank

Question The people who create _____ unnecessary stress for themselves pertain to type A category.

Correct Answer A

Your Answer A

Multiple Choice Multiple Answer

Question Select the needs which are discussed by the need hierarchy theory.

Correct Answer Physiological needs , Security needs , Self realization needs

Your Answer Physiological needs , Psychological needs , Self realization needs

Multiple Choice Single Answer

Question Face-to-face conversation is often regarded as the richest communication media, because:

Correct Answer Handles multiple cues simultaneously

Your Answer Handles multiple cues simultaneously

True/False

Question Communication can be characterized as vertical, horizontal or diagonal.

Correct Answer True

Your Answer True

Match The Following

Question Correct Answer Your Answer

Some people tend to be problem oriented When exposed to tension producing situation When exposed to tension producing situation

Some people deals with the emotional experience When exposed to tensions and anxieties. When exposed to tensions and anxieties.

Some people arouse hospitality and aggression in their associates Sympathy and supportive responses. Sympathy and supportive responses.

Some people encourage and others discourage. Free and open communication in view of their personality traits. Free and open communication in view of their personality traits.

Some people tolerate severely stressful situation While others swamp in the similar circumstances. While others swamp in the similar circumstances.

Multiple Choice Multiple Answer

Question The levels at which studies of Organizational Behaviour have been carried out rotate to

Correct Answer Individual , Small group , Inter-group

Your Answer Individual , Small group , Inter-group

Multiple Choice Multiple Answer

Question Major determinants of personality

Correct Answer Biological , Situation

Your Answer Biological , Situation

Multiple Choice Single Answer

Question The philosophy that guides an organization's policies towards its employees and customers is an important part of

Correct Answer Organizational culture

Your Answer Organizational culture

Multiple Choice Multiple Answer

Question Identify the process influence personality development.

Correct Answer Identification process , Socialization process

Your Answer Socialization process , Identification process

Match The Following

Question Correct Answer Your Answer

Ideal self Roger Roger

Per sonare to sound through to sound through

Ego Frennd Frennd

Traits All port All port

Multiple Choice Single Answer

Question Intermittent bright flashes of light affect-

Correct Answer productivity

Your Answer productivity

Multiple Choice Multiple Answer

Question In an example of the erection of a stone wall, the work curve shows the following

Correct Answer an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Your Answer an initial warming up before reaching peak productivity , the leveling off of productivity , continuous rise in productivity , eventual decrement in productivity, probably ending in a spurt again

Question As compared to the content models, the expectancy models are very simple and easy to translate into actual practice.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question From the given information identify the morale indicator.

Correct Answer Exit interviews

Your Answer Increase in sales

True/False

Question Morale represents the integration of an individual with the team and ignores the organization itself.

Correct Answer False

Your Answer True

Multiple Choice Multiple Answer

Question We can maintain organizational culture by

Correct Answer Recruiting and removal , Role modeling and coaching , Allocating rewards

Your Answer Role modeling and coaching , Setting goals , Allocating rewards

Multiple Choice Single Answer

Question In which type of corporate culture, do the members have a strong sense of identification and recognize the interdependence?

Correct Answer Clan

Your Answer Entrepreneurial

Match The Following

Question Correct Answer Your Answer

Repetitive task is a cause of boredom increases productivity

Peak output is a result of efficiency is a result of rest pauses

Soft music increases productivity is a result of efficiency

Noise is a distracter is a distracter

True/False

Question Rest provides the opportunity to recover from fatigue.

Correct Answer True

Your Answer True

True/False

Question Rest pauses provide an opportunity to talk and think only about job-related activities

Correct Answer False

Your Answer False

Physical structuring Sheldon Sheldon

Multiple Choice Single Answer

Question Different kinds of work like heavy and muscular work, or light work, or clerical work yield curves that are-

Correct Answer different from each other

Your Answer different from each other

True/False

Question Career development of employees facilitates development of whole person concept.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question According to Freud the human mind is composed of

Correct Answer Preconscious mind , Conscious mind , Unconscious mind

Your Answer Preconscious mind , Conscious mind , Unconscious mind

True/False

Question If the human element is handled properly by the manager he can make two plus equal to five.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question Frederick W. Taylor developed

Correct Answer Wage payment plans , Internal parity of wages , External parity of wages

Your Answer Wage payment plans , Internal parity of wages , External parity of wages

Multiple Choice Single Answer

Question Which organization model was in existence at the time of Industrial revolution?

Correct Answer Autocratic

Your Answer Autocratic

Select The Blank

Question The two dimensions of leadership which emerged from the Leader Behavior Description Questionnaire were 'consideration' and '_____'.
Correct Answer Initiating structure

Your Answer Initiating structure

Multiple Choice Multiple Answer

Question Ego controls

Correct Answer The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.

Your Answer The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.

Select The Blank

Question Manager's role changed from that of a leader to that of partner in a _____ type of organization.

Correct Answer Collegial

Your Answer Supportive

Multiple Choice Multiple Answer

Question Characteristics of entrepreneurial culture are

Correct Answer Taking risks , Dynamism , Creativity

Your Answer Taking risks , Dynamism , Creativity

Multiple Choice Multiple Answer

Question Ego reduces tension by performing task of

Correct Answer Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes

Your Answer Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes

True/False

Question Marriage is an event which leads to creation of a life stressor.

Correct Answer True

Your Answer False

Select The Blank

Question Sidha Samadhi Yog is one of the modern therapies of _____.

Correct Answer Meditation

Your Answer Meditation

Multiple Choice Single Answer

Question In Collegial organization model employee psychological result is:

Correct Answer Self-discipline

Your Answer Self-discipline

Multiple Choice Single Answer

Question What can you gather from the Illumination experiments?

Correct Answer They provided a momentum to the relay room phase of the studies.

Your Answer The positive results showed that better illumination in workplace increases productivity.

Select The Blank

Question Those factors which are capable to inhibit performance by their absence but any addition in them does not increase efficiency, are known as _____ factors.

Correct Answer Hygiene

Your Answer Satisfying

Your Answer Money

Multiple Choice Single Answer

Question In Collegial organization model employee psychological result is:

Correct Answer Self-discipline

Your Answer Self-discipline

Multiple Choice Multiple Answer

Question Basic Organizational Behaviour concepts take into consideration

Correct Answer Nature of people , Nature of technology , Nature of organization

Your Answer Nature of people , Nature of organization

Select The Blank

Question Frequent absenteeism of manager who talks about punctuality to his subordinate is a way of _____ behaviour.

Correct Answer Autocratic

Your Answer Autocratic

Multiple Choice Multiple Answer

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Multiple Choice Multiple Answer

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Your Answer Classifies basic human needs in a hierarchy , Classifies human beings in organizational hierarchy

Select The Blank

Question Herzberg's two factory model is useful as an explanation for job _____.

Correct Answer Satisfaction

Your Answer Satisfaction

Select The Blank

Question The scuffle in the organization for achieving the organizational status and the power, is the essence of the _____ needs.

Correct Answer Esteem

Your Answer Esteem

Multiple Choice Single Answer

Question According to the Vroom's theory, what will be the value of expectancy when an event is bound to occur?

Correct Answer One

Your Answer One

True/False

True/False

Question Eustress is very harmful to the person suffering from it.
Correct Answer False
Your Answer True

Select The Blank

Question _____ in one form of dominance, in which the followers more or less willingly accept direction and control by another person.
Correct Answer Leadership
Your Answer Leadership

Multiple Choice Single Answer

Question Multiple Choice Single Response
Correct Answer Dynamic and effective leadership
Your Answer Dynamic and ineffective leadership

True/False

Question Usually, the subordinates prefer the democratic leader.
Correct Answer True
Your Answer True

Select The Blank

Question Organizational Behaviour studies human behavior as well as group_____.
Correct Answer dynamics
Your Answer dynamics

Multiple Choice Multiple Answer

Question To be efficient every manager must try to
Correct Answer Understand human behaviour , Predict human behaviour , Control human behaviour
Your Answer Understand human behaviour , Control human behaviour

Multiple Choice Multiple Answer

Question Behavioural scientists are focusing their attention on
Correct Answer Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making
Your Answer Organizational adaptability , Relationship of organizational structure to human behaviour

Multiple Choice Single Answer

Question Contribution of Walter Dill Scot towards industrial psychology is:
Correct Answer He showed how psychology can be applied to advertising and selling.
Your Answer He put industrial psychology into the study of the workers.

Multiple Choice Single Answer

Question In Custodial organization model, managerial orientation is:
Correct Answer Money

True/False

Question Moral and productivity always bear a direct relationship.
Correct Answer False
Your Answer True

Multiple Choice Single Answer

Question It can be inferred from Hawthorne studies that in determining productivity a vital role was played by:
Correct Answer Quality of supervision
Your Answer Quality of supervision

Multiple Choice Multiple Answer

Question Mr. Jay sets up a task force to improve communication effectiveness within his organization. What factors should be considered by the task force to achieve effective communication?
Correct Answer Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy
Your Answer Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy

True/False

Question The Porter-Lawler model states that effort necessarily leads to performance and satisfaction.
Correct Answer False
Your Answer False

Multiple Choice Single Answer

Question How would you analyze the situation where the morale of employees is high but their productivity is low?
Correct Answer Improper planning function
Your Answer Improper planning function

Multiple Choice Single Answer

Question What is the other name for vertical job loading?
Correct Answer Job enrichment
Your Answer Job enrichment

Multiple Choice Multiple Answer

Question The factors which contributed to the rise of human relations movements are
Correct Answer The great depression , The rise of trade unionism , Hawthorne experiments
Your Answer The rise of trade unionism , Hawthorne experiments , Maslow experiments

Multiple Choice Multiple Answer

Question In a strong organizational culture

Correct Answer Goals are aligned , Employees are highly motivated , Performance is outstanding

Your Answer Goals are aligned , Employees are highly motivated , Performance is outstanding

Select The Blank

Question _____ are the rules of pattern and behaviour that are expected from all team members.

Correct Answer Norms

Your Answer Norms

Select The Blank

Question Fatigue can be defined as the tiredness of the body as a result of continuous _____ activity.

Correct Answer physical

Your Answer physical

Select The Blank

Question Frequent absenteeism of manager who talks about punctuality to his subordinate is a way of _____ behaviour.

Correct Answer Autocratic

Your Answer Autocratic

Multiple Choice Multiple Answer

Question The different types of fatigue are

Correct Answer mental , physical , psychological

Your Answer mental , physical , psychological

Multiple Choice Multiple Answer

Question State the various functions of communication.

Correct Answer Control , Motivation , Information

Your Answer Control , Motivation , Information

Multiple Choice Multiple Answer

Question The cost of tensions and worries created by wrong kind of personalities are enormous in terms of.

Correct Answer Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.

Your Answer Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.

True/False

Question The purpose should be expressed only after the communication process is completed.

Correct Answer False

Your Answer False

Select The Blank

Question The _____ is the best style of leadership in emergencies.

Correct Answer Autocratic

Multiple Choice Multiple Answer

Question What sort of communication is considered to be more effective in modern organization?

Correct Answer On-going , Informal , Dynamic

Your Answer On-going , Informal

Multiple Choice Multiple Answer

Question Identify the steps involved in achieving improvement in communication within the organization.

Correct Answer Simple messages , Use of multiple channels , Promoting inter-group communication

Your Answer Simple messages , Use of multiple channels , Promoting inter-group communication

True/False

Question The more successful the organization is, the less effective is its internal communication.

Correct Answer False

Your Answer False

True/False

Question The purpose should be expressed only after the communication process is completed.

Correct Answer False

Your Answer False

Select The Blank

Question A non-specific response of the body to a situation is known as _____.

Correct Answer Stress

Your Answer Perception

Select The Blank

Question _____ is caused because of the modern life and anxiety to cope with them.

Correct Answer Distress

Your Answer Distress

Select The Blank

Question The _____ stressors relate to the personal health and family life of an individual.

Correct Answer Personal

Your Answer Organizational

Select The Blank

Question Sleep disturbance, bowel irritation and back ache are some of the _____ symptoms of stress.

Correct Answer Psychosomatic

Your Answer Physical

Your Answer Unconscious level

Multiple Choice Single Answer

Question Attitudes are determined by

Correct Answer A whole set of favourable and unfavourable influence to the object

Your Answer None of above

Multiple Choice Single Answer

Question Congruent change in attitude mean

Correct Answer Movement in the same direction

Your Answer Movement in the same direction

True/False

Question The personality problems are the root cause of organizational conflicts.

Correct Answer True

Your Answer True

Match The Following

Question Correct Answer Your Answer

Ego Frennd Frennd

Traits All port Roger

Physical structuring Sheldon Sheldon

Ideal self Roger All port

Per sonare to sound through to sound through

Multiple Choice Multiple Answer

Question State the factors that are necessary to gain an understanding of the team dynamics and effectiveness.

Correct Answer Goals of the team , Team size , Diversity within the team

Your Answer Goals of the team , Team size , Diversity within the team

Select The Blank

Question The ability and willingness of group members to set goals and work towards their accomplishment is known as _____.

Correct Answer Group maturity

Your Answer Group dynamics

Multiple Choice Single Answer

Question The stage which relates to development of decision making abilities, interpersonal and technical competencies is known as :

Correct Answer Storming

Your Answer Storming

Your Answer Free Rein

True/False

Question Alderfer's ERG needs model is very rigid in nature.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question The great depression took place around the year:

Correct Answer 1929

Your Answer 1929

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Single Answer

Question In which of the given sectors it is found that use of the communication technologies is very important.

Correct Answer Knowledge intensive organizations

Your Answer Capital intensive organizations

Select The Blank

Question Organizational _____ represents a complex pattern of beliefs, expectations, ideas, values and attitudes shared by the members of the organization.

Correct Answer culture

Your Answer culture

Multiple Choice Single Answer

Question Which leadership style is good while dealing with scientific and professional employees?

Correct Answer Free Rein

Your Answer Free Rein

Select The Blank

Question The discipline of Organizational Behaviour is based on _____ studies of human behaviour at the work settings.

Correct Answer empirical

Your Answer empirical

Multiple Choice Multiple Answer

Question Select the factors which are treated as motivators by Herzberg in his theory of motivation.

Correct Answer Achievement , Possibility of growth , Responsibility

Your Answer Achievement , Possibility of growth , Responsibility

Select The Blank

Question The _____ leadership style is an expression of the leader's trust in the abilities of his subordinates.
Correct Answer Participative
Your Answer Participative

True/False

Question According to Vroom's expectancy theory of motivation, when an individual desires a particular outcome the value of valence is negative.
Correct Answer False
Your Answer False

Multiple Choice Multiple Answer

Question What are the principles of job enlargement?
Correct Answer Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments
Your Answer Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments

Multiple Choice Multiple Answer

Question According to Freud the human mind is composed of
Correct Answer Preconscious mind , Conscious mind , Unconscious mind
Your Answer Preconscious mind , Conscious mind , Unconscious mind

True/False

Question What is play to some people maybe work to others.
Correct Answer True
Your Answer True

Select The Blank

Question T.P.M stands for total _____ management.
Correct Answer productivity
Your Answer productivity

Multiple Choice Single Answer

Question In Bank wiring room studies were carried out by:
Correct Answer an observer and an interviewer
Your Answer an observer and an interviewer

True/False

Question The more successful the organization is, the less effective is its internal communication.
Correct Answer False
Your Answer False

Multiple Choice Single Answer

Question Which type of motivators are involved in granting additional authority to an employee in his activity?
Correct Answer Responsibility and recognition

Question Upward communication tends to be poor because of
Correct Answer fear of reprisal , filters , time
Your Answer fear of reprisal , filters , time

Multiple Choice Multiple Answer

Question Individual personality traits that serve as hurdle in communication
Correct Answer low adjustments , low sociability , low agreeableness
Your Answer low adjustments , low sociability , low agreeableness

Select The Blank

Question Knowledge and _____ are more critical to an organizations _____ advantage.
Correct Answer innovation
Your Answer innovation
Correct Answer competitive
Your Answer competitive

Multiple Choice Multiple Answer

Question Various sources of stresses
Correct Answer Physical make up , Familial demands , Social demands
Your Answer Familial demands , Social demands , Mind

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Multiple Answer

Question Major determinants of personality
Correct Answer Biological , Situation
Your Answer Biological , Cultural

Multiple Choice Multiple Answer

Question Identify the process influence personality development.
Correct Answer Socialization process , Identification process
Your Answer Socialization process , Home environment , Identification process

Multiple Choice Multiple Answer

Question According to Freud the human mind is composed of
Correct Answer Preconscious mind , Conscious mind , Unconscious mind
Your Answer Preconscious mind , Conscious mind

Multiple Choice Multiple Answer

Question Ego controls
Correct Answer The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.
Your Answer The gateway of actions , Creates tolerance , Decides what instincts will be satisfied.

Multiple Choice Single Answer

Question Many of our prejudices operate at an
Correct Answer Unconscious level

Multiple Choice Single Answer
Question Diagonal communication refers to communication between managers and workers located in
Correct Answer different functional areas
Your Answer different functional areas

True/False
Question Diagonal communication refers to communication between Managers and workers located in same functional divisions
Correct Answer False
Your Answer False

Multiple Choice Multiple Answer
Question The levels at which studies of O.B. have been carried out rotate to
Correct Answer Individual , Small group , Inter group
Your Answer Individual , Small group , Inter group

Multiple Choice Multiple Answer
Question Sources of organizational commitments are
Correct Answer Opportunities for advancement , Working condition , Relationships at work place
Your Answer Quality of product , Opportunities for advancement , Working condition , Relationships at work place

Multiple Choice Multiple Answer
Question According to modern psychologists human behaviour is
Correct Answer unconscious , sparked by a motion , to satisfy needs
Your Answer sparked by a motion , conscious , to satisfy needs

Multiple Choice Multiple Answer
Question Work curve differs
Correct Answer Person to person , Time to time , Work to work
Your Answer Person to person , Time to time

Multiple Choice Multiple Answer
Question Process oriented remedies for group think are
Correct Answer Use subgroups to develop alternative and compare solutions , Compare to other organization's solutions , Hold "Second chance" meetings
Your Answer Use subgroups to develop alternative and compare solutions , Compare to other organization's solutions , Hold "Second chance" meetings

Multiple Choice Multiple Answer
Question Any organizational culture takes place when members shares knowledge and develop ways of coping with issues of
Correct Answer Internal integration , Setting specific targets to achieve , External adaptation
Your Answer Internal integration , External adaptation

Multiple Choice Multiple Answer

Your Answer Responsibility and recognition

Match The Following
Question Correct Answer Your Answer

Noise is a distracter is a distracter

Repetitive task is a cause of boredom is a cause of boredom

Peak output is a result of efficiency is a result of efficiency

Soft music increases productivity increases productivity

Select The Blank
Question Cultural _____ are words, gestures and pictures or other physical objects that carry a particular meaning with the culture.
Correct Answer symbols
Your Answer symbols

True/False
Question Tradition, loyalty, personal commitment, and social influence are attributes of Entrepreneurial Culture.
Correct Answer False
Your Answer True

Multiple Choice Single Answer
Question Anand is the new CEO of ABC Ltd. Whatever suggestions or recommendations are given by his subordinate managers, all are rejected by Anand. What sort of role is being portrayed by Anand?
Correct Answer Negativist
Your Answer Negativist

Multiple Choice Multiple Answer
Question Identify the situations which reflect upward communication.
Correct Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys
Your Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Multiple Choice Multiple Answer
Question Organizational socialization includes
Correct Answer Developing competencies , Developing organizational values , Developing social and working relationship
Your Answer Developing competencies , Developing organizational values , Developing social and working relationship

Match The Following
Question Correct Answer Your Answer

Personality is the organization of an individuals Personal pattern of tendencies.
Personal pattern of tendencies.

Event in the surrounding environment strongly influence. The way people behave at any particular time. The way people behave at any particular time.

Personality is a stable set of characteristics and tendencies That determine those commanlities and differences in the psychological behaviour of people
That determine those commanlities and differences in the psychological behaviour of people

Monetary rewards, authoritarian leadership style and motivational strategies for performance are ineffective. When applied to intelligent, independent, confident worker. When applied to intelligent, independent, confident worker.

It is interesting to know that the word "personality" by derivation should mean
What an individual only appears to be not what he really is. What an individual only appears to be not what he really is.

Multiple Choice Multiple Answer

Question The storming stage relating to development of a team is characterised by which of the following aspects?
Correct Answer Emergence of conflicts , Seeking task related guidance from the leader , Deciding the responsibilities of each team member
Your Answer Emergence of conflicts , Seeking task related guidance from the leader , Deciding the responsibilities of each team member

Multiple Choice Multiple Answer

Question Identify the process influence personality development.
Correct Answer Socialization process , Identification process
Your Answer Socialization process , Identification process

Multiple Choice Multiple Answer

Question State the various functions of communication.
Correct Answer Control , Motivation , Information
Your Answer Control , Motivation , Information

True/False

Question Cultural elements and their relationships create a pattern that is identical in all organizations.
Correct Answer False
Your Answer False

Select The Blank

Question _____ communication is useful for flatter organizational structure.
Correct Answer Lateral

Select The Blank

Question Providing support for employees and _____ who have ideas for a better _____ and are willing to act on those ideas.
Correct Answer teams
Your Answer teams
Correct Answer culture
Your Answer culture

Select The Blank

Question The _____ is a major reason of conflict that we encounter in our personal as well as _____ life
Correct Answer uniqueness
Your Answer uniqueness
Correct Answer professional
Your Answer professional

Select The Blank

Question Many _____ changes bombard the modern organization and make change _____.
Correct Answer external
Your Answer inevitable
Correct Answer inevitable
Your Answer force

Select The Blank

Question Organisation must _____ the effects of _____.
Correct Answer evaluate
Your Answer evaluate
Correct Answer change
Your Answer change

Multiple Choice Single Answer

Question Self oriented roles are
Correct Answer Play boy, story teller
Your Answer Initiating

Select The Blank

Question Effective group members can diagnose _____ and group processes and improve their own and group's _____.
Correct Answer individual
Your Answer individual
Correct Answer functioning
Your Answer functioning

Multiple Choice Single Answer

Question Top manager should communicate with the immediate supervisor
Correct Answer directly
Your Answer directly

Question Accommodating style refers to assertive behaviours

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question Mutuality of interest means

Correct Answer Objectives of employees and organizations are met through interdependence of employees and organisations

Your Answer Objectives of employees and organizations are met through interdependence of employees and organisations

True/False

Question A business enterprise is an organization of people

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Distress is caused whenever a person is

Correct Answer Suddenly very sad or angry

Your Answer Suddenly very sad or angry

Multiple Choice Single Answer

Question Leaders use three skills, technical, human and

Correct Answer Conceptual

Your Answer Conceptual

True/False

Question Democratic leaders take full authority and assume full responsibility

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question In organizations, individuals are tied in a meaningful

Correct Answer Relationship

Your Answer Relationship

Select The Blank

Question Perceptual _____ is utmost _____ in understanding human behaviour

Correct Answer Process

Your Answer Process

Correct Answer Significant

Your Answer Significant

True/False

Question Taylor published a book titled "psychology and industrial efficiency"

Correct Answer False

Your Answer False

Your Answer Lateral

True/False

Question The challenge relating to management of change can be met only with effective leadership.

Correct Answer True

Your Answer True

Select The Blank

Question The _____ studies were the first to emphasize the importance of task and human dimensions in assessing leadership.

Correct Answer Ohio State

Your Answer Ohio State

Multiple Choice Single Answer

Question It is important for a manager to study the human behaviours within the context of

Correct Answer Organization

Your Answer Organization

True/False

Question OB is mainly concerned with the study of human behavior at work.

Correct Answer True

Your Answer True

True/False

Question The men on the shop floor are less vulnerable to stress as compared the members of the board of directors.

Correct Answer False

Your Answer True

Multiple Choice Multiple Answer

Question Features of Maslow's need hierarchy theory are:

Correct Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Your Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Select The Blank

Question An organization engaged in manufacturing of chemicals has a safety committee comprising of shop floor members. It is an indication of a _____ type of organization.

Correct Answer Supportive

Your Answer Supportive

Multiple Choice Single Answer

Question In Custodial organization model, managerial orientation is:

Correct Answer Money

Your Answer Money

Multiple Choice Multiple Answer

Question The models of Organizational Behaviour are:

Correct Answer Autocratic , Custodial , Supportive

Your Answer Autocratic , Custodial , Supportive

Multiple Choice Single Answer

Question In Supportive organization model, employee orientation is:

Correct Answer Job performance

Your Answer Job performance

Multiple Choice Multiple Answer

Question The different types of fatigue are

Correct Answer mental , physical , psychological

Your Answer mental , physical , psychological

Multiple Choice Single Answer

Question Contribution of Walter Dill Scot towards industrial psychology is:

Correct Answer He showed how psychology can be applied to advertising and selling.

Your Answer He showed how psychology can be applied to advertising and selling.

True/False

Question Employees and organization can prosper if they help each other.

Correct Answer True

Your Answer True

Select The Blank

Question The ability and willingness of group members to set goals and work towards their accomplishment is known as _____.

Correct Answer Group maturity

Your Answer Group maturity

Multiple Choice Multiple Answer

Question Major determinants of personality

Correct Answer Biological , Situation

Your Answer Biological , Situation

Multiple Choice Single Answer

Question The objective of Mass Interviewing Program was:

Correct Answer To explore information that could be used to improve supervisory training.

Your Answer To explore information that could be used to improve supervisory training.

Multiple Choice Single Answer

Question Organizational Socialization is

Correct Answer A systematic process by which new employees are brought into organizational culture

Correct Answer All other people , Some other people , No other person

Your Answer All other people , Some other people , No other person

Multiple Choice Multiple Answer

Question Major determinants of personality

Correct Answer Biological , Situation

Your Answer Biological , Cultural , Situation

Multiple Choice Multiple Answer

Question Identify the process influence personality development.

Correct Answer Socialization process , Identification process

Your Answer Socialization process , Identification process

True/False

Question Conflicts between management and union is a classic example of divergence of perception

Correct Answer True

Your Answer True

True/False

Question Motivation mean causes of behaviour.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Work motivation approaches are classified as

Correct Answer Content and process theories

Your Answer Content and process theories

Multiple Choice Single Answer

Question Psychological needs have a tendency of

Correct Answer recurrence

Your Answer increasing

Multiple Choice Single Answer

Question Physical surrounding affects

Correct Answer Production

Your Answer Production

True/False

Question Job rotation is the only cure for boredom.

Correct Answer False

Your Answer False

True/False

Question Organizations are free of conflicts.

Correct Answer False

Your Answer False

True/False

Correct Answer Human dignity

Your Answer Human dignity

Question Name the groups of core needs identified by Alderfer

Correct Answer Existence , Relatedness , Growth

Your Answer Existence , Relatedness , Growth

Question Features of Theory Y are:

Correct Answer Work is as natural as play , Humanistic and supportive approach , People have the required potential

Your Answer Work is as natural as play , Humanistic and supportive approach , People have the required potential

Question The factors which make the job itself a tool of motivation are known as:

Correct Answer Satisfiers

Your Answer Satisfiers

Question Which type of motivators are involved in granting additional authority to an employee in his activity?

Correct Answer Responsibility and recognition

Your Answer Responsibility and recognition

Question Feeling of insecurity usually makes a man under-productive.

Correct Answer True

Your Answer True

Question The social needs are so strong that even the cruelest criminals dread the punishment of solitary confinement.

Correct Answer True

Your Answer True

Question The Porter-Lawler model states that effort necessarily leads to performance and satisfaction.

Correct Answer False

Your Answer True

Question In a strong organizational culture

Correct Answer Goals are aligned , Employees are highly motivated , Performance is outstanding

Your Answer Goals are aligned , Employees are highly motivated , Past has little importance

Question Work capacity of an organism is reduced due to the fact that work causes waste products to-

Correct Answer accumulate

Your Answer accumulate

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Multiple Answer

Question Communalities and differences suggest in certain respects, every person is like

Your Answer A systematic process by which new employees are brought into organizational culture

Multiple Choice Single Answer

Question The great depression contributed to the rise of:

Correct Answer Human relations movement

Your Answer Human relations movement

Select The Blank

Question An employee whose skill set combines good training and high performance goals, implies that he has _____ .

Correct Answer High productivity

Your Answer High productivity

True/False

Question The content theories are concerned with identifying the needs that people have and how needs are prioritized.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question In a strong organizational culture

Correct Answer Goals are aligned , Employees are highly motivated , Performance is outstanding

Your Answer Goals are aligned , Employees are highly motivated , Performance is outstanding

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OB3

Multiple Choice Multiple Answer

Question The Hawthorne studies are of utmost significance as they form an honest and concerted attempt to understand:

Correct Answer The human factor , Employee attitudes , The workers social situations

Your Answer The human factor , Employee attitudes , The workers social situations

Select The Blank

Question The _____ leadership style is an expression of the leader's trust in the abilities of his subordinates.

Correct Answer Participative

Your Answer Participative

Multiple Choice Multiple Answer

Question Work attitudes can be reflected in an organization through

Correct Answer Challenge of job , Job satisfaction , Organizational commitment

Your Answer Job satisfaction , Organizational commitment

Select The Blank

Question The two dimensions of leadership which emerged from the Leader Behavior Description Questionnaire were 'consideration' and '_____':

Correct Answer Initiating structure

Your Answer Initiating structure

Multiple Choice Multiple Answer

Question The models of Organizational Behaviour are:

Correct Answer Autocratic , Custodial , Supportive

Your Answer Autocratic , Custodial , Supportive

True/False

Question At the norming stage, the team is involved in defining goals.

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Identify the steps involved in achieving improvement in communication within the organization.

Correct Answer Simple messages , Use of multiple channels , Promoting inter-group communication

Your Answer Simple messages , Use of multiple channels , Promoting inter-group communication

Multiple Choice Single Answer

Question By derivation personality mean

Correct Answer An individual only appears to be

Your Answer An individual only appears to be

Multiple Choice Single Answer

Question The philosophy that guides an organization's policies towards its employees and customers is an important part of

Correct Answer Organizational culture

Your Answer Organizational culture

Multiple Choice Multiple Answer

Question Features of Maslow's need hierarchy theory are:

Correct Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Your Answer Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

True/False

Question What is play to some people maybe work to others.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question All the unique traits and patterns of adjustment of the individual is known as

Question Communication can be characterized as vertical, horizontal or diagonal.

Correct Answer True

Your Answer False

Question According to Larking, the upward communication will be effective only if the top managers communicated directly with the staff members.

Correct Answer False

Your Answer True

Question Which are the main personal stressors stated by Yoga?

Correct Answer State of helplessness , Jealously , Temptations

Your Answer State of helplessness , Jealously , Temptations

Question The relationship in which one person influences others to work together willingly on related tasks is known as _____.

Correct Answer Leadership

Your Answer Pandemonium

Question The leader who fails to guide, motivate and develop his subordinates is said to be practicing _____ leadership style.

Correct Answer Free Rein

Your Answer Autocratic

Question Multiple Choice Single Response

Correct Answer Laissez Faire

Your Answer Authoritarian

Question Which leadership style is good while dealing with scientific and professional employees?

Correct Answer Free Rein

Your Answer Participative

Question The discipline of Organizational Behaviour is based on _____ studies of human behaviour at the work settings.

Correct Answer empirical

Your Answer empirical

Question The blue print of human behaviour at work is represented by

Correct Answer Rules , Regulations , Procedures

Your Answer Rules , Regulations , Procedures

Question Behavioural scientists are focusing their attention on

Correct Answer Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making

Your Answer Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making

Question The great depression took place around the year:

Correct Answer 1929

Your Answer 1929

Question The chief objective of the Bank wiring room study was:

Correct Answer To conduct an observational analysis of the work groups.

Your Answer To conduct an observational analysis of the work groups.

Question Managers began to develop a new awakened view of the human aspects of their jobs after:

Correct Answer The great depression

Your Answer The great depression

Question As per the fundamental concepts of Organizational Behaviour _____ states that every person in an organization should be respected.

When too much energy is consumed by ego in mediating between the id and super ego An individual personal development is adversely affected. An individual personal development is adversely affected.

Id is pressing for satisfaction The ego is trying to delay it. The ego is trying to delay it.

Cattell has extensively worked on traits, In various work settings employing a number of psychological measures Likely to be in constant and pronounced battle with the id.

Match The Following

All port is of the opinion that Each individual possesses a set of traits that are not shared by any individuals Each individual possesses a set of traits that are not shared by any individuals

Three components of physique. endomorphs, mesomorphy and ectomorphy. endomorphs, mesomorphy and ectomorphy.

Trait theories gives recognition to Continuity of personalities. Continuity of personalities.

Fundamental problem of trait theories is that They are essentially descriptive rather than analytical. They are essentially descriptive rather than analytical. It would be beneficial for the manager to understand the self concept because This unique concept facilitate to reinforcement motivation and leadership techniques in the process of maintaining the required output This unique concept facilitate to reinforcement motivation and leadership techniques in the process of maintaining the required output

Question The storming stage relating to development of a team is characterised by which of the following aspects?

Correct Answer Emergence of conflicts , Seeking task related guidance from the leader , Deciding the responsibilities of each team member

Your Answer Emergence of conflicts , Seeking task related guidance from the leader , Deciding the responsibilities of each team member

Question State the factors that are necessary to gain an understanding of the team dynamics and effectiveness.

Correct Answer Goals of the team , Team size , Diversity within the team

Your Answer Goals of the team , Team size , Diversity within the team

Question State the various functions of communication.

Correct Answer Control , Motivation , Information

Your Answer Control , Motivation , Information

Question Identify the situations which reflect upward communication.

Correct Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Your Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Question Communication provides a means to release _____ and for fulfillment of social needs.

Correct Answer Emotional expression

Your Answer Emotional expression

Question Face-to-face conversation is often regarded as the richest communication media, because:

Correct Answer Handles multiple cues simultaneously

Your Answer It encourages people to communicate

Correct Answer Personality

Your Answer None of above

Multiple Choice Single Answer

Question Multiple Choice Single Response

Correct Answer Authoritarian

Your Answer Laissez Faire

Select The Blank

Question Organization's using _____ model are very successful in the era of globalisation.

Correct Answer Supportive

Your Answer Supportive

True/False

Question In the countershock phase, the defensive mechanism becomes passive.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question Fundamental concepts of Organizational Behaviour revolve around:

Correct Answer The nature of human beings

Your Answer The nature of human beings

Select The Blank

Question One of the factors causing decrement in work is _____.

Correct Answer fatigue

Your Answer fatigue

Multiple Choice Single Answer

Question As a theory of motivation, what is the comment of Maslow on needs?

Correct Answer Needs can be structured in a hierarchy

Your Answer Needs can be structured in a hierarchy

Multiple Choice Single Answer

Question Modern psychology personality mean

Correct Answer The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.

Your Answer The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.

Multiple Choice Single Answer

Question An atmospheric condition that is critical in a good working environment is-

Correct Answer air circulation

Your Answer air conditioning

Multiple Choice Single Answer

Question Personality is the organization of

Correct Answer An individual's "personal pattern of tendencies".

Your Answer An individual's "personal pattern of tendencies".

Select The Blank

Question Organizational_____is the systematic process by which an organization brings a new employee into its culture.

Correct Answer socialization

Your Answer socialization

Multiple Choice Multiple Answer

Question Attitude is

Correct Answer Tendency to react positively , Tendency to react negatively , Tendency to react in a certain way

Your Answer Tendency to react positively , Tendency to react negatively , Tendency to react in a certain way

Multiple Choice Single Answer

Question Which of the following situation is expected to last in the long run?

Correct Answer Low productivity, high morale

Your Answer High productivity, high morale

True/False

Question So as to cope with stress effectively, it is necessary to have a health body.

Correct Answer True

Your Answer True

Select The Blank

Question The group_____are more important to the group members than any financial incentive.

Correct Answer norms

Your Answer values

Multiple Choice Multiple Answer

Question Advise the management of Beta and Gamma Ltd. About the various groups that can be created in an organisation.

Correct Answer Effective group , Formal group , Informal group

Your Answer Effective group , Formal group , Informal group

Multiple Choice Single Answer

Question What is the other name for vertical job loading?

Correct Answer Job enrichment

Your Answer Job enrichment

Multiple Choice Multiple Answer

Question Organizational culture includes:

Correct Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Your Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Your Answer Informal

Question: Contribution of Walter Dill Scot towards industrial psychology is:

Correct Answer: He showed how psychology can be applied to advertising and selling.

Your Answer He branched industrial psychology into guidance on vocational interests

match the following

Question Correct Answer Your Answer

Hugo Munsteberg Industrial accidents Industrial psychology

Waller Dill Scot Industrial psychology Trade unionism

Fred Luthans Human relations Human relations

Frederick Taylor Scientific management Scientific management

Question The _____ have failed to meet the goals of prediction and control of organizational behavior.

Correct Answer Expectancy models Your Answer Procedural theories

Question The _____ motivator includes introducing new and more difficult tasks to an employee, who will be doing them for the first time.

Correct Answer Growth and learning Your Answer Growth and learning

Question State the drawback of Vroom's theory.

Correct Answer Does not provide specific solution to the motivational problems

Your Answer Fails to understand the significance of perception

Question Characteristics of entrepreneurial culture are

Correct Answer Taking risks , Dynamism , Creativity

Your Answer Dynamism , Creativity , Profit orientation

Question Organizational socialization includes

Correct Answer Developing competencies , Developing organizational values , Developing social and working relationship

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OBB3

Question Attitudes influence by

Correct Answer Religion , Family , Educational background

Your Answer Policies of organization , Religion , Family

Question Sources of organizational commitments are

Correct Answer Opportunities for advancement , Working condition ,

Relationships at work place

Your Answer Quality of product , Opportunities for advancement , Relationships at work place

Match The Following

A personality becomes disorderly When either the id or super ego is active. When either the id or super ego is active.

A can have strong super ego is Likely to be in constant and pronounced battle with the id. In various work settings employing a number of psychological measures

Personality is the organization of an individual's personal pattern of tendencies. That determines those commonalities and differences in the psychological behaviour of people

Event in the surrounding environment strongly influences. The way people behave at any particular time. The way people behave at any particular time.

Question The attributes such as pulling together related ideas and offering a decision for the group to accept or reject, are related to which of the given task-oriented roles?

Correct Answer Summarizing
Your Answer Summarizing

True/False

Question Once the team reaches the performing stage, the team members become familiar with each other.

Correct Answer False
Your Answer False

True/False

Question Only when the team is in the adjourning stage, the relationships between the team members are stabilised.

Correct Answer False
Your Answer False

Question

Differences in cultural contexts may pose a hurdle to _____ communication in organizations.

Correct Answer Interpersonal
Your Answer Interpersonal

True/False

Question Impersonal written media such as formal reports and bulletins rate as richest communication media.

Correct Answer False
Your Answer False

Question Select the organizational stressors which are intrinsic to the job.

Correct Answer Boredom , Time pressures and deadlines , Exorbitant work demands
Your Answer Boredom , Time pressures and deadlines , Exorbitant work demands

Question The ability to think in terms of models, frameworks, and broad relationships is known as _____ skill.

Correct Answer Conceptual
Your Answer Technical

Question Usually, the subordinates prefer the democratic leader.

Correct Answer True
Your Answer False

Question _____ groups operating within the work settings exert strong social controls over the work habits and performance of the individual workers.

Correct Answer Informal

Multiple Choice Multiple Answer

Question An aroused attitude consists of

Correct Answer Affective reaction , Cognition , Action tendency
Your Answer Affective reaction , Cognition , Action tendency

True/False

Question Handling of crises by managers and employees reveals an organizational culture.

Correct Answer True
Your Answer True

True/False

Question Leadership is inter-organizational influence exercised towards attainment of a specified goal.

Correct Answer False
Your Answer False

True/False

Question Rest provides the opportunity to recover from fatigue.

Correct Answer True
Your Answer True

Multiple Choice Multiple Answer

Question To be efficient every manager must try to

Correct Answer Understand human behaviour , Predict human behaviour , Control human behaviour
Your Answer Understand human behaviour , Predict human behaviour , Control human behaviour

Select The Blank

Question The _____ teams are concerned with rotating tasks and assignments amongst its members.

Correct Answer Self-managed
Your Answer Self-managed

Multiple Choice Multiple Answer

Question To change organizational culture successfully we need to:

Correct Answer Find the most effective sub-culture and use it as an example , Practice what we preach , Include employees in the change process
Your Answer Find the most effective sub-culture and use it as an example , Include employees in the change process

Multiple Choice Multiple Answer

Question Mismatch between personality and organization may lead to

Correct Answer Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction
Your Answer Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction

Select The Blank

Question Cultural _____ are words, gestures and pictures or other physical objects that carry a particular meaning with the culture.

Correct Answer symbols

Your Answer symbols

Multiple Choice Multiple Answer

Question The results of bank wiring room study done under the Hawthorne experiments were:

Correct Answer Small group of people emerge as a team , The group is indifferent towards financial incentives , The group norms are more important for the members

Your Answer Small group of people emerge as a team , The group is indifferent towards financial incentives , The group norms are more important for the members

Match The Following

Question Correct Answer Your Answer

Free rein leaders Avoid power and responsibility Avoid power and responsibility

Negative leaders Act domineering and superior with their subordinates Exercise control by giving his subordinates huge salary hikes

Autocratic leaders Provide security and satisfaction to his subordinates Act domineering and superior with their subordinates

Participative leaders Exercise control mostly by using forces within the group Exercise control mostly by using forces within the group

Multiple Choice Single Answer

Question The stage which relates to development of decision making abilities, interpersonal and technical competencies is known as :

Correct Answer Storming

Your Answer Norming

Select The Blank

Question When an autocratic leader chooses to give rewards to his employees, then his style becomes _____-autocratic style.

Correct Answer Benevolent

Your Answer Benevolent

Multiple Choice Multiple Answer

Question The different types of fatigue are

Correct Answer mental , physical , psychological

Your Answer mental , physical , psychological

Select The Blank

Multiple Choice Single Answer

Question Modern psychology personality mean

Correct Answer The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.

Your Answer The dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment.

Multiple Choice Single Answer

Question In Supportive organization model at which level the employee needs are met?

Correct Answer Higher-order

Your Answer Higher-order

Multiple Choice Multiple Answer

Question Select the factors which are treated as motivators by Herzberg in his theory of motivation.

Correct Answer Achievement , Possibility of growth , Responsibility

Your Answer Achievement , Possibility of growth , Responsibility

True/False

Question Cultural elements and their relationships create a pattern that is identical in all organizations.

Correct Answer False

Your Answer False

Select The Blank

Question The two dimensions of leadership which emerged from the Leader Behavior Description Questionnaire were 'consideration' and '_____':

Correct Answer Initiating structure

Your Answer Contemplation

NEW Question

Match The Following

Question Correct Answer Your Answer

Personality is a stable set of characteristics and tendencies That determine those commonalities and differences in the psychological behaviour of people Personal pattern of tendencies.

Monetary rewards, authoritarian leadership style and motivational strategies for performance are ineffective. When applied to intelligent, independent, confident worker. When applied to intelligent, independent, confident worker.

It is interesting to know that the word "personality" by derivation should mean What an individual only appears to be not what he really is. What an individual only appears to be not what he really is.

Select The Blank

Question _____ has stated twelve key casual factors that shape a company's culture.

Correct Answer David Drennan

Your Answer Keith Devis

Match The Following

Question Correct Answer Your Answer

Process-oriented remedy to overcome groupthink Use subgroups to develop alternatives and compare solutions Use subgroups to develop alternatives and compare solutions

Organisational remedy to overcome groupthink Multiple groups examine same issue Multiple groups examine same issue

Learner-oriented remedy to overcome groupthink Encourage all members to evaluate ideas critically Encourage all members to evaluate ideas critically

Member-oriented remedy to overcome groupthink Make a decision only after all ideas have been evaluated Make a decision only after all ideas have been evaluated

Multiple Choice Multiple Answer

Question Identify the situations which reflect upward communication.

Correct Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Your Answer Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Multiple Choice Single Answer

Question All the unique traits and patterns of adjustment of the individual is known as

Correct Answer Personality

Your Answer Personality

Select The Blank

Question _____ in one form of dominance, in which the followers more or less willingly accept direction and control by another person.

Correct Answer Leadership

Your Answer Leadership

Multiple Choice Single Answer

Question Multiple Choice Single Response

Correct Answer Negative

Your Answer Participative

Question The _____ skills relate to a person's knowledge and ability in any organizational functional area.

Correct Answer Technical

Your Answer Conceptual

Multiple Choice Multiple Answer

Question Organizational objectives can be achieved by

Correct Answer Group work , Division of labour , Hierarchy of authority

Your Answer Group work , Division of labour , Hierarchy of authority

Multiple Choice Multiple Answer

Question Select the needs which are discussed by the need hierarch theory.

Correct Answer Physiological needs , Security needs , Self realization needs

Your Answer Physiological needs , Security needs , Self realization needs

Match The Following

Question Correct Answer Your Answer

Noise is a distracter is a distracter

Repetitive task is a cause of boredom is a cause of boredom

Peak output is a result of efficiency is a result of rest pauses

Soft music increases productivity increases productivity

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OBb1

True/False

Question External adaptation and survival has to do with the establishment and maintenance of effective working relationships among the members of the organization.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question Multiple Choice Single Response

Correct Answer Negative

Your Answer Negative

Multiple Choice Single Answer

Question Different kinds of work like heavy and muscular work, or light work, or clerical work yield curves that are-

Correct Answer different from each other

Your Answer different from each other

Multiple Choice Single Answer

Question Eleven piles are used in a scale for measuring attitude is known as

Correct Answer Thurstone's scale

Your Answer Thurstone's scale

Multiple Choice Multiple Answer

Question Resistance to Cultural Change is directly depends on:
Correct Answer Magnitude of change , Strength of the prevailing culture
Your Answer Magnitude of change , Strength of the prevailing culture

Multiple Choice Single Answer

Question The least visible and deepest level of organizational culture is:
Correct Answer Shared assumptions
Your Answer Shared assumptions

Match The Following

Question Correct Answer Your Answer

Free rein leaders Avoid power and responsibility Avoid power and responsibility

Negative leaders Act domineering and superior with their subordinates Act domineering and superior with their subordinates

Autocratic leaders Provide security and satisfaction to his subordinates Provide security and satisfaction to his subordinates

Participative leaders Exercise control mostly by using forces within the group Exercise control mostly by using forces within the group

Multiple Choice Single Answer

Question Which theory assumes that the manager's role is to coerce and control employees?
Correct Answer Theory X
Your Answer Theory X

Multiple Choice Multiple Answer

Question Fiedler has described situational favorableness in terms of three empirically derived dimensions, viz:
Correct Answer The leader member relationship , The degree of task structure , The leader's positional power
Your Answer The leader member relationship , The degree of task structure , The leader's positional power

Select The Blank

Question Job _____ is an individual phenomenon.
Correct Answer Satisfaction
Your Answer Satisfaction

Multiple Choice Single Answer

Question Which of the given factors are also known as dissatisfiers?
Correct Answer Hygiene factors
Your Answer Motivational factors

Question The broad categories of stressors are :
Correct Answer Organizational stressors , Personal stressors , Life stressors
Your Answer Organizational stressors , Personal stressors , Life stressors

True/False

Question Negative style of leadership involves lesser human costs as compared to the other styles.
Correct Answer False
Your Answer False

Select The Blank

Question On the managerial grid, a manager falling in the _____ category will have maximum concern for both people and production.
Correct Answer 9.9
Your Answer 9.9

True/False

Question Over million of years, with change in the lifestyle, the body chemistry has also changed.
Correct Answer False
Your Answer True

Multiple Choice Multiple Answer

Question In which organization models, managers did not bother to create an atmosphere which was conducive to the development of the employees?
Correct Answer Autocratic , Custodial
Your Answer Autocratic

Multiple Choice Multiple Answer

Question Behavioural scientists are focusing their attention on
Correct Answer Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making
Your Answer Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making

Select The Blank

Question The hypo stress is often experienced by _____ people.
Correct Answer Retired
Your Answer Retired

Multiple Choice Single Answer

Question Multiple Choice Single Response
Correct Answer Leader
Your Answer Philosopher

True/False

Question The effects of hypo stress are faster than other types and are long lasting in nature.
Correct Answer False
Your Answer False

Question One of the factors which plays critical role to develop personality is

Correct Answer Environment at home

Your Answer Environment at home

Multiple Choice Single Answer

Question The great depression contributed to the rise of:

Correct Answer Human relations movement

Your Answer Human relations movement

Multiple Choice Single Answer

Question Human being is described as “basically a battlefield” in the context to

Correct Answer Freud’s theory of personality

Your Answer Freud’s theory of personality

Select The Blank

Question Decrease in productivity and increase in interpersonal conflicts are some of the _____ symptoms of stress.

Correct Answer Behavioral

Your Answer Behavioral

Select The Blank

Question _____ are the rules of pattern and behaviour that are expected from all team members.

Correct Answer Norms

Your Answer Norms

Multiple Choice Single Answer

Question Internal integration involves addressing the issue of:

Correct Answer Determining rules related to power and status

Your Answer Setting specific goals

Multiple Choice Multiple Answer

Question Select the organizational stressors which are intrinsic to the job.

Correct Answer Boredom , Time pressures and deadlines , Exorbitant work demands

Your Answer Boredom , Time pressures and deadlines , Exorbitant work demands

Multiple Choice Single Answer

Question Personality is the organization of

Correct Answer An individual’s “personal pattern of tendencies”.

Your Answer An individual’s “personal pattern of tendencies”.

Select The Blank

Question According to Peter F. Drucker, the basic and scarcest resource of any business enterprise is _____.

Correct Answer Business leaders

Your Answer Business leaders

Multiple Choice Multiple Answer

True/False

Question Psychology is the science of human behaviour.

Correct Answer True

Your Answer True

True/False

Question All parts of the organizational system are independent.

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question Organization with a strong culture has

Correct Answer Practices that include employee participation

Your Answer Practices that include employee participation

True/False

Question Rest pauses provide an opportunity to talk and think only about job-related activities

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Basic Organizational Behaviour concepts take into consideration

Correct Answer Nature of people , Nature of technology , Nature of organization

Your Answer Nature of people , Nature of organization , Nature of production

Multiple Choice Multiple Answer

Question Select the needs which are discussed by the need hierarchy theory.

Correct Answer Physiological needs , Security needs , Self realization needs

Your Answer Physiological needs , Security needs , Self realization needs

Multiple Choice Multiple Answer

Question The four different models of organizational behaviour denote:

Correct Answer The responses of the employees to the various orientations of the managers , The general behavioural climate prevailing in the manager-employee relationship , The evolution of the thinking and behaviour of the management and the managers alike

Your Answer The responses of the employees to the various orientations of the managers , The general behavioural climate prevailing in the manager-employee relationship , The evolution of the thinking and behaviour of the management and the managers alike

Select The Blank

Question The concept of organizational stress was first evolved in the classic work of _____.

Correct Answer Kahn et al

Your Answer Kahn et al

Select The Blank

Question The discipline of Organizational _____ tries to synchronize internal organizational environment with external social environment.

Correct Answer Behaviour

Your Answer Behaviour

Multiple Choice Multiple Answer

Question We can maintain organizational culture by

Correct Answer Recruiting and removal , Role modeling and coaching , Allocating rewards

Your Answer Recruiting and removal , Role modeling and coaching , Allocating rewards

True/False

Question Any change occurring in our life is a reason to get stressed.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question The cost of tensions and worries created by wrong kind of personalities are enormous in terms of.

Correct Answer Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.

Your Answer Employee-employer relation. , Supervisor-subordinate relation. , Peers relations.

True/False

Question The process theories in general lack explanatory power over the complexities of work motivation.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question Noise is regarded as a distracter, because it interferes with/affects-

Correct Answer work efficiency

Your Answer work efficiency

Select The Blank

Question A _____ person has a cause and an ideology to fight for achieving the set goal.

Correct Answer Self-actualized

Your Answer Self-actualized

Select The Blank

Question The _____ studies were the first to emphasize the importance of task and human dimensions in assessing leadership.

Correct Answer Ohio State

Your Answer Ohio State

Multiple Choice Multiple Answer

Question Identify the process influence personality development.

Multiple Choice Multiple Answer

Question The features of team empowerment are as follows:

Correct Answer Potency , Autonomy , Impact

Your Answer Potency , Autonomy , Impact

True/False

Question Organisations are defined as group of people, who come together to achieve uncommon objectives.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question A manager can take corrective action in time if he is able to understand which of the given indicators?

Correct Answer Morale

Your Answer Morale

True/False

Question Whatever an individual does, there is always some sort and some amount of stress on him.

Correct Answer True

Your Answer True

Match The Following

Question Correct Answer Your Answer

Some people tend to be problem oriented When exposed to tension producing situation When exposed to tensions and anxieties.

Some people deals with the emotional experience When exposed to tensions and anxieties. Sympathy and supportive responses.

Some people arouse hospitality and aggression in their associates Sympathy and supportive responses. While others swamp in the similar circumstances.

Some people encourage and others discourage. Free and open communication in view of their personality traits. When exposed to tension producing situation

Some people tolerate severely stressful situation While others swamp in the similar circumstances. Free and open communication in view of their personality traits.

Multiple Choice Single Answer

Question Which theory assumes that the manager's role is to coerce and control employees?

Correct Answer Theory X

Your Answer Theory X

Multiple Choice Single Answer

Question People always bring something of their own to the situation. This something is known as

Correct Answer Personality

Your Answer Personality

Multiple Choice Single Answer

Question The philosophy that guides an organization's policies towards its employees and customers is an important part of

Correct Answer Organizational culture

Your Answer Organizational culture

Multiple Choice Single Answer

Question It is important to study personality because it helps

Correct Answer To understand, predict and control behaviour in the organization.

Your Answer To understand, predict and control behaviour in the organization.

Select The Blank

Question Organizational _____ represents a complex pattern of beliefs, expectations, ideas, values and attitudes shared by the members of the organization.

Correct Answer culture

Your Answer behavior

Multiple Choice Multiple Answer

Question Characteristics of entrepreneurial culture are

Correct Answer Taking risks , Dynamism , Creativity

Your Answer Taking risks , Dynamism , Creativity

True/False

Question The challenge relating to management of change can be met only with effective leadership.

Correct Answer True

Your Answer False

Multiple Choice Multiple Answer

Question The results of bank wiring room study done under the Hawthorne experiments were:

Correct Answer Small group of people emerge as a team , The group is indifferent towards financial incentives , The group norms are more important for the members

Your Answer Small group of people emerge as a team , The group is indifferent towards financial incentives , The group norms are more important for the members

Multiple Choice Single Answer

Question Structure of human mind which distinguish between mental images and actual sources of tension is known as

Correct Answer Ego

Your Answer Id

Correct Answer Socialization process , Identification process

Your Answer Socialization process , Identification process

Multiple Choice Multiple Answer

Question According to Freud the human mind is composed of

Correct Answer Preconscious mind , Conscious mind , Unconscious mind

Your Answer Preconscious mind , Conscious mind , Unconscious mind

Select The Blank

Question _____ is caused because of the modern life and anxiety to cope with them.

Correct Answer Distress

Your Answer Distress

Select The Blank

Question According to Vroom's theory, _____ is the result of multiplication of valence and expectancy.

Correct Answer Motivation

Your Answer Motivation

Multiple Choice Single Answer

Question In Bank wiring room studies were carried out by:

Correct Answer an observer and an interviewer

Your Answer an observer and an interviewer

Multiple Choice Multiple Answer

Question What sort of communication is considered to be more effective in modern organization?

Correct Answer On-going , Informal , Dynamic

Your Answer On-going , Informal , Dynamic

Multiple Choice Multiple Answer

Question The levels at which studies of Organizational Behaviour have been carried out rotate to

Correct Answer Individual , Small group , Inter-group

Your Answer Inter-group , Intra-group

Multiple Choice Single Answer

Question Hawthorne studies point out that:

Correct Answer The need for recognition and security exert greater impact on productivity than the physical working conditions.

Your Answer The need for recognition and security exert greater impact on productivity than the physical working conditions.

Multiple Choice Multiple Answer

Question Identify which of the given theories pertain to the category of content theories.

Correct Answer Maslow's hierarchy theory , Alderfer's ERG needs theory , Fredrick Herzberg's two factor theory

Your Answer Maslow's hierarchy theory , Alderfer's ERG needs theory , Fredrick Herzberg's two factor theory

True/False

Question F. W. Taylor published a book titled "Psychology and Industrial Efficiency"

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question The stage which relates to development of decision making abilities, interpersonal and technical competencies is known as :

Correct Answer Storming

Your Answer Storming

Select The Blank

Question The pension plans, gratuity contribution and mandatory provident fund rules are framed basically to take care of _____ needs.

Correct Answer Security

Your Answer Security

Multiple Choice Multiple Answer

Question Major determinants of personality

Correct Answer Biological , Situation

Your Answer Biological , Cultural , Situation

Select The Blank

Question Manager's role changed from that of a leader to that of partner in a _____ type of organization.

Correct Answer Collegial

Your Answer Collegial

Multiple Choice Multiple Answer

Question In an example of the erection of a stone wall, the work curve shows the following

Correct Answer an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Your Answer an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Select The Blank

Question The communication process can be improved by _____.

Correct Answer Reducing status barriers

Your Answer Reducing status barriers

True/False

Question Employees and organization can prosper if they help each other.

Correct Answer True

Correct Answer an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Your Answer an initial warming up before reaching peak productivity , the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Multiple Choice Single Answer

Question In Collegial organization model employee psychological result is:

Correct Answer Self-discipline

Your Answer Self-discipline

Select The Blank

Question Herzberg's two factory model is useful as an explanation for job _____.

Correct Answer Satisfaction

Your Answer Satisfaction

Multiple Choice Multiple Answer

Question Identify the categories of life stressors:

Correct Answer Life changes , Daily stressors , Life trauma

Your Answer Life changes , Daily stressors , Life trauma

LIST OF ATTEMPTED QUESTIONS AND ANSWERS KOB3

Multiple Choice Multiple Answer

Question Factors important for creating a favourable work environment are

Correct Answer playing of soft music , adequate illumination , a soothing colour scheme

Your Answer playing of soft music , adequate illumination , a soothing colour scheme

Multiple Choice Multiple Answer

Question The different types of fatigue are

Correct Answer mental , physical , psychological

Your Answer mental , physical , psychological

True/False

Question A manager can be effective by just having a sound knowledge of his area of work

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question Noise is regarded as a distracter, because it interferes with/affects-

Correct Answer work efficiency

Your Answer work efficiency

Multiple Choice Single Answer

Match The Following

Question Correct Answer Your Answer

Fred Fiedler Contingency Theory of Leadership Contingency Theory of Leadership

Blake and Mouton Managerial grid Managerial grid

Rensis Likert Four Systems Management Four Systems Management

Tannenbaum and Schmidt Leadership Behaviour Continuum Leadership Behaviour Continuum

Multiple Choice Multiple Answer

Question Situation where individual differences are unimportant

Correct Answer Earthquake , Drought , Flood

Your Answer Earthquake , Drought , Flood

Multiple Choice Multiple Answer

Question According to Likert, few variables characterize the leadership style.

Select these variables.

Correct Answer Casual , Intervening , End-result

Your Answer Casual , Intervening , End-result

Multiple Choice Single Answer

Question Repetitive jobs appear to be least-

Correct Answer interesting

Your Answer interesting

Multiple Choice Multiple Answer

Question In organizational context, employees have attitudes related to

Correct Answer Prestige of department , Job security

Your Answer Productivity , Technology , Job security

Multiple Choice Multiple Answer

Question Mr. Jay sets up a task force to improve communication effectiveness within his organization. What factors should be considered by the task force to achieve effective communication?

Correct Answer Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy

Your Answer Assume existence of interpersonal differences , Emphasize description rather than interpretation or evaluation , Ensure that everyone practices empathy

Multiple Choice Multiple Answer

Question In an example of the erection of a stone wall, the work curve shows the following

Your Answer True

Match The Following

Question Correct Answer Your Answer

Noise is a distracter is a distracter

Repetitive task is a cause of boredom is a cause of boredom

Peak output is a result of efficiency is a result of efficiency

Soft music increases productivity increases productivity

Multiple Choice Multiple Answer

Question Select the factors which are treated as motivators by Herzberg in his theory of motivation.

Correct Answer Achievement , Possibility of growth , Responsibility

Your Answer Achievement , Possibility of growth , Responsibility

Multiple Choice Single Answer

Question Term LOC in the study of personality stand for

Correct Answer Locus of control

Your Answer Locus of control

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OBK1

True/False

Question Human behaviour is simple to understand

Correct Answer False

Your Answer False

Multiple Choice Single Answer

Question In Custodial organization model, managerial orientation is:

Correct Answer Money

Your Answer Money

Multiple Choice Single Answer

Question From the following which is classified as a hygiene factor according to Herzberg's theory of motivation.

Correct Answer Salary

Your Answer Salary

True/False

Question Organizational culture exists on different levels which differ in terms of visibility and resistance to change.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question In Bank wiring room studies were carried out by:

Correct Answer an observer and an interviewer

Your Answer an observer and an interviewer

Select The Blank

Question One of the factors causing decrement in work is _____.

Correct Answer fatigue

Your Answer fatigue

Select The Blank

Question Organizational Behaviour studies human behavior as well as group _____.

Correct Answer dynamics

Your Answer dynamics

Multiple Choice Multiple Answer

Question To be efficient every manager must try to

Correct Answer Understand human behaviour , Predict human behaviour , Control human behaviour

Your Answer Understand human behaviour , Predict human behaviour , Control human behaviour

Multiple Choice Single Answer

Question How would you analyze the situation where the morale of employees is high but their productivity is low?

Correct Answer Improper planning function

Your Answer Improper planning function

Match The Following

Question Correct Answer Your Answer

Harold Kelley Attribution theory Attribution theory

Herzberg Two factor theory of motivation Two factor theory of motivation

Douglas McGregor Theory X and theory Y Theory X and theory Y

J.Stacy Adams Equity theory Equity theory

True/False

Question According to Vroom's expectancy theory of motivation, when an individual desires a particular outcome the value of valence is negative.

Correct Answer False

Your Answer False

Select The Blank

Question In older days employees were referred to as _____

Correct Answer Hands

Your Answer Hands

Correct Answer False

Your Answer False

True/False

Question A need once satisfied is a spent force and hence acts as a motivator.

Correct Answer False

Your Answer False

Select The Blank

Question An employee whose skill set combines good training and high performance goals, implies that he has _____ .

Correct Answer High productivity

Your Answer High productivity

Multiple Choice Multiple Answer

Question Sources of personality difference related to two important factors. These are

Correct Answer Heredity , Family

Your Answer Heredity , Family

Multiple Choice Single Answer

Question Which type of motivators are involved in granting additional authority to an employee in his activity?

Correct Answer Responsibility and recognition

Your Answer Responsibility and recognition

True/False

Question Norms are often more liberally defined.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question It can be inferred from Hawthorne studies that in determining productivity a vital role was played by:

Correct Answer Quality of supervision

Your Answer Financial incentives

Multiple Choice Multiple Answer

Question To change organizational culture successfully we need to:

Correct Answer Find the most effective sub-culture and use it as an example , Practice what we preach , Include employees in the change process

Your Answer Find the most effective sub-culture and use it as an example , Practice what we preach , Include employees in the change process

Multiple Choice Single Answer

Question Hawthorne studies provided the foundation for the expansion of Industrial Psychology to the:

Correct Answer Study of motivation and morale

Your Answer Study of motivation and morale

Correct Answer money
Your Answer money

True/False

Question Organizations have division of labour
Correct Answer True
Your Answer True

Multiple Choice Multiple Answer

Question State the factors that are necessary to gain an understanding of the team dynamics and effectiveness.
Correct Answer Goals of the team , Team size , Diversity within the team
Your Answer Goals of the team , Team size , Diversity within the team

Multiple Choice Single Answer

Question In Supportive organization model, employee orientation is:
Correct Answer Job performance
Your Answer Job performance

Multiple Choice Multiple Answer

Question Elimination of boredom is necessary
Correct Answer to retain interest in work , to increase efficiency , to stabilize productivity
Your Answer to retain interest in work , to increase efficiency , to stabilize productivity

Multiple Choice Multiple Answer

Question Attitudes influence by
Correct Answer Religion , Family , Educational background
Your Answer Policies of organization , Religion , Family

Multiple Choice Multiple Answer

Question Work attitudes can be reflected in an organization through
Correct Answer Challenge of job , Job satisfaction , Organizational commitment
Your Answer Challenge of job , Job satisfaction , Organizational commitment

Select The Blank

Question Organization's using _____ model are very successful in the era of globalisation.
Correct Answer Supportive
Your Answer Supportive

Multiple Choice Single Answer

Question By derivation personality mean
Correct Answer An individual only appears to be
Your Answer An individual what he really is

True/False

Question Research activity emphasizes least collaboration and team work among workers.

Multiple Choice Single Answer

Question Anand is the new CEO of ABC Ltd. Whatever suggestions or recommendations are given by his subordinate managers, all are rejected by Anand. What sort of role is being portrayed by Anand?
Correct Answer Negativist
Your Answer Negativist

Multiple Choice Multiple Answer

Question Ego controls
Correct Answer The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.
Your Answer The gateway of actions , Select the feature of environment , Decides what instincts will be satisfied.

Select The Blank

Question The discipline of Organizational _____ tries to synchronize internal organizational environment with external social environment.
Correct Answer Behaviour
Your Answer Culture

Select The Blank

Question The communication between managers and workers located in different functional divisions is known as _____ communication.
Correct Answer Diagonal
Your Answer Diagonal

Multiple Choice Single Answer

Question A communication media is said to rich when which of the given parameters are satisfied?
Correct Answer It facilitates rapid feedback
Your Answer It facilitates rapid feedback

Multiple Choice Multiple Answer

Question Ego reduces tension by performing task of
Correct Answer Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes
Your Answer Perceiving outside world. , Remembering experience with outside world , Acting to satisfy the instinctual wishes

Multiple Choice Single Answer

Question In Organizational Behaviour, 'caused behaviour' means
Correct Answer By his own behaviour, a manager can affect how an employee behaves.
Your Answer By his own behaviour, a manager can affect how an employee behaves.

Multiple Choice Multiple Answer

Question Fiedler has described situational favorableness in terms of three empirically derived dimensions, viz:

Correct Answer The leader member relationship , The degree of task structure ,
The leader's positional power

Your Answer The leader member relationship , The degree of task structure ,
The leader's positional power

Multiple Choice Multiple Answer

Question Good match between individual personality and organization is essential because of

Correct Answer Some people have passion for bureaucracy , Some people prefer autonomy flexibility in operation

Your Answer Some people have passion for bureaucracy , Some people prefer autonomy flexibility in operation , Some people prefer job dynamism

Multiple Choice Single Answer

Question From the given information identify the morale indicator.

Correct Answer Exit interviews

Your Answer Exit interviews

Select The Blank

Question Frequent absenteeism of manager who talks about punctuality to his subordinate is a way of _____ behaviour.

Correct Answer Autocratic

Your Answer Autocratic

Multiple Choice Multiple Answer

Question What are the principles of job enlargement?

Correct Answer Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments

Your Answer Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments

Select The Blank

Question The scuffle in the organization for achieving the organizational status and the power, is the essence of the _____ needs.

Correct Answer Esteem

Your Answer Esteem

Multiple Choice Single Answer

Question It is said that a manager should be so skillful that he should be able to develop and motivate even an inefficient employee. This expectation is said to come from which concept?

Correct Answer Pygmalion

Your Answer Personification

Multiple Choice Multiple Answer

Question Mismatch between personality and organization may lead to

Correct Answer Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction

Your Answer Confusion and chaos , Loss of interest by members in organization , Low morale and job satisfaction

Correct Answer One

Your Answer One

Multiple Choice Multiple Answer

Question State the needs as stated by Abraham Maslow in his theory.

Correct Answer Domination , Gratification , Activation

Your Answer Domination , Gratification , Activation

Select The Blank

Question The _____ needs have a tendency of recurrence.

Correct Answer Physiological

Your Answer Physiological

Select The Blank

Question _____ communication is useful for flatter organizational structure.

Correct Answer Lateral

Your Answer Lateral

True/False

Question Money represents the best means to satisfy physiological needs.

Correct Answer True

Your Answer True

Select The Blank

Question The informal system of communication network system in an organization is known as _____.

Correct Answer Grapevine

Your Answer Grapevine

True/False

Question Productivity can be high inspite of morale being low because of the rigid management control system.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question The process by which a new employee is inducted into its culture is known as

Correct Answer Organizational socialization

Your Answer Organizational socialization

Select The Blank

Question The group _____ are more important to the group members than any financial incentive.

Correct Answer norms

Your Answer norms

Select The Blank

Question The multinationals which come on the Indian scene enjoy superior resources in terms of _____ technology as well as market network.

Ideal self Roger Roger

Per sonare to sound through to sound through

Ego Frennd to sound through

Traits All port Sheldon

Physical structuring Sheldon All port

True/False

Question Maximum adaptation occurs during the stage of resistance.

Correct Answer True

Your Answer False

Multiple Choice Single Answer

Question Which of the given factors are also known as dissatisfiers?

Correct Answer Hygiene factors

Your Answer Hygiene factors

True/False

Question At the supervisory level the requirement of conceptual skill is the highest.

Correct Answer False

Your Answer True

Multiple Choice Single Answer

Question An important factor in implementing rest pauses lies in its-

Correct Answer placement

Your Answer satisfaction

True/False

Question Research h

as found that all communication channels are equal in their capacity to convey information.

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Scientific management movement sought to improve productivity by:

Correct Answer Rationalizing the work , Introduction of various wage plans , Introduction of incentive plans

Your Answer Introduction of various wage plans , Introduction of incentive plans , Rationalizing the external environment

Multiple Choice Single Answer

Question According to the Vroom's theory, what will be the value of expectancy when an event is bound to occur?

True/False

Question F. W. Taylor published a book titled "Psychology and Industrial Efficiency"

Correct Answer False

Your Answer False

Select The Blank

Question Individual initiative, flexibility and freedom are encouraged in _____ culture.

Correct Answer entrepreneurial

Your Answer entrepreneurial

Multiple Choice Single Answer

Question An atmospheric condition that is critical in a good working environment is-

Correct Answer air circulation

Your Answer air circulation

True/False

Question If the human element is handled properly by the manager he can make two plus equal to five.

Correct Answer True

Your Answer True

Multiple Choice Multiple Answer

Question Commanlities and differences suggest in certain respects, every person is like

Correct Answer All other people , Some other people , No other person

Your Answer All other people , Some other people , No other person

Multiple Choice Multiple Answer

Question When an organism is confronted with a threat, according to the general adaptation theory states, the physiological response will occur in which of the three stages?

Correct Answer Alarm reaction , Resistance reaction , State of exhaustion

Your Answer Alarm reaction , Resistance reaction , State of exhaustion

True/False

Question Rest provides the opportunity to recover from fatigue.

Correct Answer True

Your Answer True

Multiple Choice Single Answer

Question Culture of an organization is also affected by

Correct Answer National culture

Your Answer Technology used in production

Match The Following

Question Correct Answer Your Answer

Theory X Autocratic organization Autocratic organization

Paternalistic attitude Custodial organization Custodial organization

Participation Supportive organization Supportive organization

Scientific and professional employees Collegial organization Collegial organization

Multiple Choice Multiple Answer

Question Indicate the developmental stages that the teams are required to go through.

Correct Answer Forming , Storming , Norming

Your Answer Forming , Storming , Norming

Select The Blank

Question The stress which refers to a state of happiness is known as _____.

Correct Answer Eustress

Your Answer Eustress

Multiple Choice Multiple Answer

Question Organizational socialization includes

Correct Answer Developing competencies , Developing organizational values , Developing social and working relationship

Your Answer Developing competencies , Developing organizational values , Developing social and working relationship

Multiple Choice Single Answer

Question Different kinds of work like heavy and muscular work, or light work, or clerical work yield curves that are-

Correct Answer different from each other

Your Answer different from each other

Multiple Choice Multiple Answer

Question Organizational culture includes:

Correct Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Your Answer Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Multiple Choice Multiple Answer

Question Cultural diversity brings with it concerns like

Correct Answer Intra organizational conflicts , Communication difficulties , Intra organizational Turnovers

Your Answer Intra organizational conflicts , Communication difficulties , Intra organizational Turnovers

Multiple Choice Multiple Answer

Question Identify the process influence personality development.

Correct Answer Socialization process , Identification process

Your Answer Socialization process , Home environment , Identification process

True/False

Question It is said that the technical skill plays a major part in the leadership behaviour.

Correct Answer False

Your Answer True

True/False

Question Laissez faire leader is very directive in his approach.

Correct Answer False

Your Answer False

Multiple Choice Multiple Answer

Question Frederick W. Taylor developed

Correct Answer Wage payment plans , Internal parity of wages , External parity of wages

Your Answer Wage payment plans , Internal parity of wages , Non-financial incentives

Select The Blank

Question The _____ stressors relate to the personal health and family life of an individual.

Correct Answer Personal

Your Answer Personal

LIST OF ATTEMPTED QUESTIONS AND ANSWERS OBK2

Select The Blank

Question The concept of organizational stress was first evolved in the classic work of _____.

Correct Answer Kahn et al

Your Answer Kahn et al

Multiple Choice Multiple Answer

Question The concepts dealing with the nature of individual are:

Correct Answer Whole person , Motivation , Human dignity

Your Answer Whole person , Motivation , Human dignity

Multiple Choice Multiple Answer

Question Attitude is

Correct Answer Tendency to react positively , Tendency to react negatively , Tendency to react in a certain way

Your Answer Tendency to react positively , Tendency to react negatively , Tendency to react in a certain way

Match The Following

Question Correct Answer Your Answer