1. Which of the following is not an influence on behavior in an organization:
   a) An individual
   b) A group
   c) The building
   d) The environment

2. Which approach refers to measure of organizational effectiveness?
   a) Human Resource Approach
   b) System’s Approach
   c) Productivity Approach
   d) Contingency Approach

3. Anthropology is the study of:
   a) Human mind
   b) Social Behavior
   c) Culture
   d) Power and politics

4. A manager has four roles: planning, organizing, leading and controlling. Who specified these roles:
   a) Likert
   b) Fayol
   c) Mintzberg
   d) Marshal

5. A manager executes the roles of monitor, disseminator and spokesperson. These roles are clubbed under which category:
   a) Interpersonal role
   b) Informational role
   c) Decisional role
   d) Political role

6. ____________ is a relatively permanent change in behavior that occurs as a result of experience
   a) Behavior modification
   b) Learning
   c) Motivation
   d) Skill
7. Intergroup conflict refers to:
   a) Conflict among different individuals
   b) Conflict among different organizations
   c) Conflict within a group
   d) Conflict between two or more groups

8. Which of the following is not an independent variable at individual level?
   a) Personality
   b) Perception
   c) Power
   d) Attitude

9. Majority of the OB models are designed on the basis of which theory:
   a) Hygiene Theory
   b) Need Hierarchy Theory
   c) Equity Theory
   d) Theory X and Theory Y

10. Which of the following is not a characteristic of Bureaucratic Model:
    a) Unity of command
    b) Division of labor
    c) Chain of command
    d) Rigid policies and procedures

11. Hawthorne studies led to following outcome:
    a) Conflicts do not happen in the organization
    b) Leadership does not play any major role
    c) Open and two way communication is necessary in the organization
    d) Social factors do not play any role in the organization

12. Culture is the basic assumptions and ___________ which are shared by members of an organisation:
    a) Hopes
    b) Beliefs
    c) Fears
    d) Views

13. ___________ is one’s view of reality:
    a) Attitude
    b) Perception
    c) Outlook
    d) Personality

14. What is the name of the theory that deals with how we explain behavior differently depending on the meaning we assign to the actor?
    a) Judgment theory
    b) Selective perception theory
    c) Attribution theory
    d) Behavioral theory
15. The sum total of ways in which an individual reacts to and interact with others is termed as:
   a) Moods
   b) Values
   c) Personality
   d) Attitudes

16. _____ is our perception of one personality trait influences how we view a person’s entire personality:
   a) Perception
   b) Halo effect
   c) Stereotype
   d) Individual personality

17. Anything that both increases the strength of response and tends to induce repetitions of the desired behavior is known as:
   a) Cognitive learning
   b) Reinforcement
   c) Avoidance
   d) Extinction

18. Allport, Vernon and Lindsey are known for their contribution in
   a) OB Models
   b) Motivation
   c) Classification of values
   d) Learning

19. A learned pre-disposition to respond in a consistently favorable or unfavorable manner with respect to a given object is:
   a) Perception
   b) Attitude
   c) Behaviour
   d) Personality

20. The belief that “discrimination is wrong” is a value statement. Such an opinion is the ________ component of the attitude:
   a) Cognitive
   b) Affective
   c) Reactive
   d) Behavioral

21. If attitudes and behaviors are inconsistent, individuals will most likely:
   a) Change their behavior
   b) Change their attitude
   c) Change their either attitude or behavior
   d) Do nothing

22. Term that refers to an individual’s involvement with, satisfaction with and the enthusiasm for the work he does is:
   a) Employee engagement
   b) Normative commitment
   c) Cognitive support
   d) Job enrichment
23. ________is the process that accounts for an individual's intensity, direction and persistence of efforts towards attaining a goal:
   a) Perception
   b) Cooperation
   c) Motivation
   d) Affect

24. Which is not a dimension in Maslow's Needs Hierarchy?
   a) Ego
   b) Physiological
   c) Safety
   d) Esteem

25. According to expectancy theory, which of the following factors leads to a good performance?
   a) An individual must have the requisite ability to perform
   b) Performance appraisal system must be perceived as fair
   c) Rewards must be desirable to the employee
   d) All of the above

26. Employees with relatively weak higher order needs are ________ concerned with variety and autonomy:
   a) Less
   b) More
   c) Very
   d) Extremely

27. A ________ is two or more individuals, interacting and independent, who have come together to achieve certain objectives:
   a) Cohesive unit
   b) Taskforce
   c) Group
   d) Clique

28. Which of the following groups can cross a command relationship?
   a) Task
   b) Interest
   c) Command
   d) Informal

29. Which is the first stage in the group formation process?
   a) Norming
   b) Storming
   c) Forming
   d) Performing

30. These are the acceptable standards of behavior that are shared by group's members:
   a) Rules
   b) Norms
   c) Policies
   d) Missions
31. The group formed by an organization to accomplish narrow range of purposes within a specified time is known as:
   a) Formal group
   b) Task group
   c) Interest group
   d) Functional group

32. A _______ interacts primarily to share information and to make decisions to help each member perform within his area of responsibility:
   a) Quality circle
   b) Task group
   c) Work group
   d) Work team

33. Generally speaking, the most effective teams have ______ members:
   a) Three to five
   b) Five to seven
   c) Less than ten
   d) Ten to fifteen

34. The contextual factor that does not affect the team effectiveness:
   a) Adequate resources
   b) Abilities of the members
   c) Leadership and structure
   d) Climate of trust

35. _______ network is used by self managed work teams:
   a) Wheel
   b) Chain
   c) All channel
   d) Spoked

36. What term is used to express the ability of influencing people to strive willingly for mutual objectives?
   a) Motivation
   b) Control
   c) Leadership
   d) Supervision

37. Which leadership is stated to be as “No leadership at all”:
   a) Democratic
   b) Autocratic
   c) Free rein
   d) Bureaucratic

38. Which of the following is not a contingency theory of leadership?
   a) LPC theory
   b) Path Goal theory
   c) Vroom-Yetton-Jago theory
   d) Job centered Leadership
39. The ability to coerce or reward stems from which power?
   a) Information
   b) Referent
   c) Formal
   d) Personal

40. The form of conflict that supports the goals of group and improves its performance is:
   a) Dysfunctional
   b) Concordant
   c) Functional
   d) Relationship

41. Which bargaining presumes zero sum condition?
   a) Collective
   b) Integrative
   c) Distributive
   d) Negotiative

42. Which of the following is not an element of organizational structure?
   a) Work Specialization
   b) Span of Control
   c) Fair Remuneration
   d) Formalization

43. Which of the following are determinants of organization structure?
   a) Strategy, Size, People Technology
   b) Strategy, Size, Objective, Technology
   c) Strategy, Size, Objective, Environment
   d) People, Environment, Technology, Economy

44. Who gave the bureaucratic theory of organization and management
   a) Charles Eames
   b) Max Webber
   c) Henry Fayol
   d) F.W. Taylor

45. When stress attains a chronic stage, the person develops instability, frustration and feels uncomfortable and fails to cope up with problems. It affects physical efficiency and subsequently a psychological strength. This stage is known as:
   a) Trauma
   b) Burn Out
   c) Resistance Stage
   d) Alarm Stage

46. When __________________________ is not followed strictly, there is always a conflict about reporting channels.
   a) Principle of Division of Work
   b) Principle of Unity of Command
   c) Principle of Subordination
   d) Principle of Scalar Chain
47. Work life balance consists of the following components:
   a) Time balance, involvement balance, satisfaction balance
   b) Involvement balance, organization design, workforce diversity
   c) Time balance, organization design, satisfaction balance
   d) Organization design, workforce diversity, employee empowerment

48. ________________ is the process by which organizations move from their present state to the
desired state to increase their effectiveness
   a) Organization Design
   b) Workforce Balance
   c) Workforce Diversity
   d) Organizational Change

49. Employees who fail to adapt to the organization’s culture are called ‘___________’ and are further put
through an intensive training programme.
   a) Unskilled workers
   b) Non Conformists
   c) Resistant to change
   d) Unwilling learners

50. ________________ stresses on the sharing of norms and values that guide the employees’
behavior
   a) Organizational Design
   b) Organizational Culture
   c) Work Life Balance
   d) Performance Reward System

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