

Exam Name : Organisation Behaviour

Total Questions : 50

Q.1 Who formulated Social Learning Theory of personality?

Marks: 2

Question ID:
5216113

No	Options Details	Select Option
1	Albert Bandura	
2	H.J. Eysenck	
3	Gordon Allport	
4	R.B. Cattell	

Q.2 Which of the following factors determines the causes of human behaviour?

Marks: 2

Question ID:
5216114

No	Options Details	Select Option
1	Distinctiveness	
2	Consistency	
3	Consensus	
4	All of these	

Q.3 Which of the following theories of perception states that people's behaviour is caused by their interpretation of others or themselves based on certain situations or events?

Marks: 2

Question ID:
5216115

No	Options Details	Select Option
1	Trait theory	
2	Social learning theory	
3	Attribution theory	
4	Psychoanalytic theory	

Q.4 Attribution theory of perception may result in perception distortion of employees and customers because of _____.

Marks: 2

Question ID:
5216116

No	Options Details	Select Option
1	insufficient motivation	
2	misleading advertisements	
3	inadequate assessment of training needs	
4	All of these	

Q.5 The perception process may be managed through _____.

Marks: 2

Question ID:
5216117

No	Options Details	Select Option
1	high levels of self-awareness	
2	avoiding common perceptual distortions	
3	avoiding inappropriate attributions	
4	All of these	

Q.6 The final sub-process of the perception process is known as _____.

Marks: 2

Question ID:
5216118

No	Options Details	Select Option
1	Stimulus	
2	Reaction	
3	Registration	
4	Interpretation	

Q.7 Which of the following is not a common motivational technique used in an organisational setting?

Marks: 2

Question ID:
5216119

No	Options Details	Select Option
1	Monetary and non-monetary incentives	
2	Job enrichment	
3	Fixed working schedule	
4	Upgradation of employees' skills	

Q.8 The famous and influential theory of need hierarchy theory on workplace motivation was developed by _____.

Marks: 2

Question ID:
5216120

No	Options Details	Select Option
1	Abraham H. Maslow	
2	Frederick Herzberg	
3	Douglas McGregor	
4	Victor H. Vroom	

Q.9 According to Maslow's hierarchy of needs theory, which one come in the last?

Marks: 2

Question ID:
5216121

No	Options Details	Select Option
1	Physiological needs	
2	Safety needs	
3	Social needs	
4	Self-actualisation needs	

Q.10 Which of the following is the final stage of motivation process?

Marks: 2

Question ID:
5216122

No	Options Details	Select Option
1	Tension	
2	Action to satisfy needs and motives	
3	Goal accomplishment	
4	Feedback	

Q.11 Non-monetary factors which influence motivation in an organisation include _____.

Marks: 2

Question ID:
5216123

No	Options Details	Select Option
1	recognition and appreciation	
2	job security	
3	work-life balance	
4	All of these	

Q.12 Leadership skills are built on the foundations of _____.

Marks: 2

Question ID:
5216124

No	Options Details	Select Option
1	Mission and vision	
2	Strategy and decisions	
3	Organisational culture	
4	All of these	

Q.13 Which of the following theories of leadership states that there is no one leadership style which is applicable in all situations?

Marks: 2

Question ID:
5216125

No	Options Details	Select Option
1	Behavioural theory	
2	Contingency theory	
3	Trait theory	
4	Great man theory	

Q.14 Who formulated contingency theory of leadership?

Marks: 2

Question ID:
5216126

No	Options Details	Select Option
1	Raymond Cattell	
2	Fred E. Fiedler	
3	Gordon Allport	
4	Pearce & Robinson	

Q.15 In which types of leadership style do leaders not like to control or take on responsibilities?

Marks: 2

Question ID:
5216127

No	Options Details	Select Option
1	Autocratic	
2	Democratic	
3	Laissez-faire	
4	Charismatic	

Q.16 Which of the following traits is/are needed to be present in a good leader?

Marks: 2

Question ID:
5216128

No	Options Details	Select Option
1	Lead by example	
2	Passionate about their work	
3	Have the right values	
4	All of these	

Q.17 Which of the following is/are the reason(s) for group formation?

Marks: 2

Question ID:

5216129

No	Options Details	Select Option
1	Sense of belongingness	
2	Power and security	
3	Recognition and status	
4	All of these	

Q.18 Which of these is deemed as a negative aspect of group decision making?

Marks: 2

Question ID:

5216130

No	Options Details	Select Option
1	Considering all factors	
2	Creating alternatives	
3	Ensuring acceptance towards solution	
4	Pressure to confirm	

Q.19 Which of the following is/are techniques of group decision making?

Marks: 2

Question ID:

5216131

No	Options Details	Select Option
1	Brainstorming	
2	Electronic meeting	
3	Nominal group technique	
4	All of these	

Q.20 A technique of group decision making where an idea-generating process encourages alternatives while withholding criticism is known as _____.

Marks: 2

Question ID:

5216132

No	Options Details	Select Option
1	Nominal group technique	
2	Delphi technique	
3	Brainstorming	
4	Dialectical inquiry	

Q.21

Which of the following is the last stage in the team development process?

Marks: 2

Question ID:
5216133

No	Options Details	Select Option
1	Norming	
2	Adjourning	
3	Performing	
4	Storming	

Q.22

Which of the following is considered as the function of organisational culture?

Marks: 2

Question ID:
5216134

No	Options Details	Select Option
1	Providing a sense of identity to employees	
2	Defining the standards of behaviour	
3	Acting as a binding force	
4	All of these	

Q.23 Which type of organisational culture has dynamic, entrepreneurial, risk-taking and value innovation types of characteristics?

Marks: 2

Question ID:
5216135

No	Options Details	Select Option
1	Adhocracy culture	
2	Clan culture	
3	Market culture	
4	Hierarchy culture	

Q.24 Which of the following factors is responsible for the creation of an organisational culture?

Marks: 2

Question ID:
5216136

No	Options Details	Select Option
1	Founders' Philosophy	
2	Selection Criteria	
3	Socialisation	
4	All of these	

Q.25 According to Edgar Schein, organisational culture, where certain practices which, though not discussed, are automatically understood, is known as _____.

Marks: 2

Question ID:
5216137

No	Options Details	Select Option
1	Observable artifact	
2	Shared value	
3	Common assumption	
4	Uncommon value	

Q.26 Which of the following is/are the result of the socialisation process in an organisation culture?

Marks: 2

Question ID:
5216138

No	Options Details	Select Option
1	Productivity	
2	Commitment	
3	Turnover	
4	All of these	

Q.27 Which of the following is/are the reason for the resistance to change in an organisation?

Marks: 2

Question ID:
5216139

No	Options Details	Select Option
1	Job insecurity	
2	The negative effect on interests	
3	Attached to the established culture	
4	All of these	

Q.28 Which of the following techniques of organisational development is used to identify the discrepancies by using a set of questionnaires among members and making attempts to take care of these differences?

Marks: 2

Question ID:
5216140

No	Options Details	Select Option
1	Process feedback	
2	Sensitivity training	
3	Team building	
4	Inter-group development	

Q.29 Which of the following would be the first step in dealing with changes in organisational development process and practices?

Marks: 2

Question ID:
5216141

No	Options Details	Select Option
1	Assessing the situation	
2	Gathering the data	
3	Identifying the problem	
4	Analysing the data	

Q.30 The change related to automation, technological innovations, and information processing in the industrial world is known as _____.

Marks: 2

Question ID:
5216142

No	Options Details	Select Option
1	process-oriented change	
2	strategic change	
3	structural change	
4	people-oriented change	

Q.31 A structure for larger companies that operate in a bigger geographical area or they operate in different domains for different products is known as _____.

Marks: 2

Question ID:
5216143

No	Options Details	Select Option
1	Matrix structure	
2	Divisional structure	
3	Flatarchies structure	
4	Functional structure	

Q.32 Which view of conflict in an organisation behaviour refers to the idea that conflicts are natural?

Marks: 2

Question ID:
5216144

No	Options Details	Select Option
1	Traditional view	
2	Human resource view	
3	Interactionist view	
4	None of these	

Q.33 Which of the following is/are causes of conflicts in an organisation?

Marks: 2

Question ID:

5216145

No	Options Details	Select Option
1	Poor communication	
2	Unrealistic expectations	
3	Difference in values	
4	All of these	

Q.34 Which of the following is the first stage of the conflict process?

Marks: 2

Question ID:

5216146

No	Options Details	Select Option
1	Cognition and personalisation stage	
2	Behaviour stage	
3	Potential opposition stage	
4	Intentions stage	

Q.35

The technique of conflict resolution where both the parties are required to give up their motives and think collectively to resolve a conflict is known as _____.

Marks: 2

Question ID: 5216147

No	Options Details	Select Option
1	Compromise	
2	Withdrawal	
3	Altering the human variable	
4	Authoritative command	

Q.36

Conflict stimulation technique, where a team member, who pretends an argument and discussion, is appointed to diffuse the conflict, is known as _____.

Marks: 2

Question ID: 5216148

No	Options Details	Select Option
1	restructuring the organisation	
2	bringing in outsiders	
3	appointing the Devil's advocate	
4	altering the human variable	

Q.37 Intra-group power tactic, which refers to making requests, along with a promise of rewards, on the completion of work, is known as _____.

Marks: 2

Question ID:
5216149

No	Options Details	Select Option
1	sanction	
2	assertiveness	
3	friendliness	
4	rationality	

Q.38 Which of the following is/are the measure(s) for managing political behaviour in an organisation?

Marks: 2

Question ID:
5216150

No	Options Details	Select Option
1	Defining job duties clearly	
2	Promoting understanding	
3	Allocating resources judiciously	
4	All of these	

Q.39

In an organisation, power used by an individual who is liked and respected by others is known as _____.

Marks: 2

Question ID: 5216151

No	Options Details	Select Option
1	Expert power	
2	Referent power	
3	Reward power	
4	Coercive power	

Q.40

Power tactics in an organisation are used at the _____ level.

Marks: 2

Question ID: 5216152

No	Options Details	Select Option
1	individual	
2	intra-group	
3	inter-group	
4	All of these	

Q.41 Inter-group power tactic where a department's services are required consistently by other departments in an organisation for smooth functioning is known as _____.

Marks: 2

Question ID:
5216153

No	Options Details	Select Option
1	Integrative importance	
2	Substitutability	
3	Uncertainty absorption	
4	Bargaining	

Q.42 Which of the following factors affects the decision-making process of an organisation?

Marks: 2

Question ID:
5216154

No	Options Details	Select Option
1	Past experiences	
2	Cognitive biases	
3	Individual differences	
4	All of these	

Q.43 Which of the following is the first step of the decision-making process in an organisation?

Marks: 2

Question ID:
5216155

No	Options Details	Select Option
1	Developing possible alternatives	
2	Creating a constructive environment	
3	Exploring the developed alternatives	
4	Selecting the best alternative	

Q.44 Which of the following decision-making models signifies that cognitive thinking and the time to make any decision are limited?

Marks: 2

Question ID:
5216156

No	Options Details	Select Option
1	Bounded rationality model	
2	Rational model	
3	Contingency model	
4	None of these	

Q.45 Which type of strategic decision making implies the use of common sense?

Marks: 2

Question ID:
5216157

No	Options Details	Select Option
1	Intuitive decision making	
2	Rational decision making	
3	Behavioural decision making	
4	None of these	

Q.46 Bounded rationality model of decision making was introduced by _____.

Marks: 2

Question ID:
5216158

No	Options Details	Select Option
1	Chester Barnard	
2	Allen Newell	
3	Herbert Simon	
4	John McCarthy	

Q.47 The scientific management movement came in after the Industrial Revolution.

Marks: 2

Question ID:

5216159

No	Options Details	Select Option
1	TRUE	
2	FALSE	

Q.48 Locus of control is the centre of control for actions and behaviour of an individual's conduct in the organisation.

Marks: 2

Question ID:

5216160

No	Options Details	Select Option
1	TRUE	
2	FALSE	

Q.49

The people in closed system interact with the environment and are not influenced by others.

Marks: 2**Question ID:**

5216161

No	Options Details	Select Option
1	TRUE	
2	FALSE	

Q.50

Formal organisation refers to a structure of jobs and functions which are defined by the management to achieve the objectives of an organisation, and is bound by rules, procedures and systems.

Marks: 2**Question ID:**

5216162

No	Options Details	Select Option
1	TRUE	
2	FALSE	