

VPM's
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Subject Name	Organizational Behaviour		
Roll No.		Marks	60 Marks
Total No. of Questions	60	Duration	2 Hours
Total No. of pages	5	Date	14.12.2017

Q1. _____ is attributed with the development of the Two-Factor Theory of motivation

- A. Abraham Maslow
- B. David McClelland
- C. Frederick Herzberg
- D. Stacy Adams

Q2. Engaging in work behaviour and striving hard to perform well for the primary purpose of fulfilling one's own satisfaction, pride and happiness is called

- A. Social Motivation
- B. Intrinsic Motivation
- C. Extrinsic Motivation
- D. Esteem Motivation

Q3. Which statement is true?

- A. Development is a process
- B. Organization Development is a response to change, a complex educational strategy intended to change the beliefs, attitudes, values, and structure of organizations so that they can better adapt to new technologies, markets and challenges, and the dizzying rate of change itself
- C. An organization is the rational coordination of the activities of a number of people for the achievement of some common explicit purpose or goal, through division of labour and function, and through a hierarchy of authority and responsibility
- D. Policies are a matter of the group

Q4. Organization theory is mainly concerned with

- A. Studying the limits of adaptability and change of its individuals
- B. Planning
- C. Vouching
- D. Studying the limits of accounting

Q5. Forces affecting organizational behavior are

- A. People
- B. Environment
- C. Technology
- D. All of the above

Q6. From the below, which is not an outcome from person having good personality

- A. Good performer
- B. Good team player
- C. Lead a team well
- D. Make profit

Q7. Motivation includes:

- A. Job Enrichment
- B. Job Rotation
- C. Job Enlargement
- D. All of the above

Q8. Which is not correct about the nature of leadership?

- A. Ideal Conduct
- B. Leadership is a personal quality
- C. Dynamic Process
- D. Unity of Accounting

Q9. _____ is known as the "Father of Scientific management"

- A. Fredrick W. Taylor
- B. Heenry Fayol
- C. Robert Owen
- D. None of these

Q10. A person in a group that is elected or appointed to a leadership position is called:

- A. Leader
- B. Designated Leader
- C. Referent Leader
- D. Expert Leader

Q11. One of the major frameworks that every individual will need to develop and accommodate throughout their working lives is

- A. Always work for others since this reduces stress
- B. Recognize that a contingency approach is of minimum value
- C. A continuous process of learning and skill building
- D. Rely on traditional values since they have worked in the past

Q12. Herzberg's factors includes

- A. Possibility of Failure
- B. Status
- C. No Advancement and Recognition
- D. Personal flexibility

Q13. _____ is the force of action or motivation:

- A. Behaviour
- B. Stimulus
- C. Perception
- D. Attitude

Q14. Putting people into convenient group on basis of some characteristics and make an assumption to perceive is called as:

- A. Stereotyping
- B. Perception
- C. Perceiving
- D. Group perception

Q15. _____ Theory emphasis that, unsatisfied need can influence the behavior satisfied one will not act as motivator

- A. Maslow's theory
- B. Herzberg's theory
- C. Expectancy theory
- D. Alderfer's ERG theory

Q16. Success of each organization is depending upon the performance of

- A. Employer
- B. Management
- C. Vendor
- D. Employee

Q17. Hygiene factors are similar to the _____ needs identified by the Hierarchy of Needs

- A. Higher order
- B. Three-tiered
- C. Lower Order
- D. None of the above

Q18. Theory Y includes:

- A. In general, for most people, the excuse of physical and mental effort in work and play is as natural in play or rest
- B. Man will exercise self-control in those spheres where the objectives tally with his own
- C. The capacity for developing and utilizing their capacities, knowledge and skill does exist in people
- D. All of the above

Q19. _____ is the only component of attitude which is visible and can be observed directly

- A. Behavioral
- B. Cognitive
- C. Affective
- D. Positive

Q20. Which of the following best identifies as a source of power in leadership?

- A. Reward
- B. Punishment
- C. Legitimate Referent
- D. All of the above

Q21. Which of these approaches argues that there is no single best way to manage behavior?

- A. Hawthorne
- B. Scientific Management
- C. The cornerstone skill
- D. Contingency

Q22. Theory X is a theory of

- A. Controlling
- B. Financial Planning
- C. Motivation
- D. Planning

Q23. _____ is the process of stimulating people to action to accomplish goals

- A. Bonus
- B. Motivation
- C. Performance based incentive
- D. Promotion

Q24. Every individual set his goal and he also know the _____ which will take him to achieve the goal

- A. Process
- B. Behaviour
- C. Event
- D. Way

Q25. Myers-Briggs personality is called as

- A. MBIT
- B. MBET
- C. MIBT
- D. MBTI

Q26. The Pyramid form is a representation of which one of the below?

- A. Maslow's Hierarchy of Needs
- B. Alderfer's ERG theory
- C. Murray's Manifest needs theory
- D. Adam's Equity theory

Q27. The Objective(s) of Organizational behavior includes

- A. To describe the actions and reactions of individuals and groups in the system as they interact with each other in the course of their working day
- B. To describe the role of capital and location
- C. To describe the role of man and machines
- D. None of these

Q28. Which of the following is/are importance of Motivation?

- A. Success in competition
- B. Increases Morale

- C. Measurement of Managerial action
- D. All of the above

Q29. Which statement is not correct about the goal?

- A. The goal of manufacturing 20 cars per day is a tangible goal
- B. Developing effective foreign policy is an intangible goal
- C. Goals may be tangible or intangible
- D. Goals are only tangible

Q30. Which of the following is not a step in Perceptual process:

- A. Object
- B. Selection
- C. Perception
- D. Response

Q31. _____ focuses on how to set goals for people

- A. Equity theory
- B. Expectancy theory
- C. Goal attain theory
- D. Goal setting theory

Q32. Which of these skills is considered to be the cornerstone of the four building block skills?

- A. Leadership capabilities
- B. Personal flexibility
- C. Self-insight
- D. Perceptual skills

Q33. According to the Two Factor Theory, the Two Factors are:

- A. Hygiene
- B. Motivation
- C. Both A & B
- D. Hygiene and Incentives

Q34. Which of the following is the most difficult resource to manage

- A. Material
- B. Money
- C. Men
- D. Methods

Q35. Motivational factor is/are

- A. Achievement
- B. Work itself
- C. Recognition
- D. All of these

Q36. Hawthorne studies is related to the organizational behavior evolution:

- A. Industrial Revolution
- B. Scientific Management
- C. Human Relation movement
- D. Organisational Behavior

Q37. The _____ theory states that human mind will receive or accept only that information which it feels that it is relevant

- A. Perception theory

B. Selective Perception

C. Relevance theory

D. None of the above

Q38. What is the key word in understanding organization structure?

- A. Control
- B. Change
- C. Process
- D. Delegation

Q39. _____ is the best leadership style

- A. Autocratic
- B. Bureaucratic
- C. Situational
- D. Democratic

Q40. Which perspective is hailed as being responsible for launching research into such topics as leadership effectiveness and group dynamics?

- A. Contingency approach
- B. Scientific management
- C. Human relations approach
- D. Hawthorne effect

Q41. _____ is/are a key trend that is having a significant impact on behavior management today

- A. Information technology
- B. Reverse discrimination
- C. Decreasing the amount of training for managers
- D. Stay-at-home mothers

Q42. Which of the following is/are not 'Non financial incentives?'

- A. Job Enlargement
- B. Welfare activities
- C. Incentive
- D. Responsibility

Q43. The 3 theoretical framework of OBR

- A. Cognitive, Social & Technical
- B. Cognitive, Behaviouristic & Social
- C. Leadership, Attribution & Motivation
- D. Attribution, Perception & Motivation

Q44. _____ is not a style of leadership

- A. Controlling
- B. Autocratic
- C. Bureaucratic
- D. Democratic

Q45. A satisfied employee will be a

- A. Motivator
- B. Manager
- C. High performer
- D. Team leader

Q46. Which is the stage of perceptual process?

- A. In the organizing, the perceiver is influenced by figure and ground grouping and several perceptual errors such as stereotyping, halo effects, projection and perceptual defense
- B. The selection of the stimuli for the further consideration is governed both by factors external to the individual, such as the personality predispositions and motivations of the perceiver
- C. The observation phase depicts the environmental stimuli being absorbed by the five senses of the perceiver
- D. All of the above

Q47. Which of the following is not correct for Organizational Behavior?

- A. Organizational Behavior is an integral part of management
- B. Organizational Behavior is a disciplinary approach
- C. Organizational Behavior helps in analysis of behavior
- D. Organizational Behavior is goal oriented

Q48. Organization structure:

- A. Affect group behavior more than individual behavior
- B. Change rapidly to meet environmental and market changes
- C. Contribute positively to organizational performance
- D. Can be define simply as activities that occur regularly

Q49. The OB subject of "perception" has been most influenced by which behavioral science discipline?

- A. Political science
- B. Psychology
- C. Social psychology
- D. Anthropology

Q50. Which of the following is the principle of organization behavior?

- A. Principle of Balance
- B. Exception principle
- C. Scalar principle
- D. Motivation

Q51. Trust, nature, cooperative are part of _____ personality trait

- A. Agreeableness
- B. Emotional stability

- C. Openness to experience
- D. Introversion

Q52. The examination of characteristics relating to leadership is referred to as

- A. Communication approach
- B. Traits approach
- C. Styles approach
- D. Situational approach

Q53. People process visual experiences into Cognitive models. They help in future action that is:

- A. Symbolizing
- B. Fore thought
- C. Observation
- D. Regulatory

Q54. Which of the following statement best captures the nature of leadership

- A. Leaders focus on budgeting
- B. Leaders focus on behavior
- C. Leaders focus on management
- D. Leaders focus on setting direction

Q55. The combination of characteristics of qualities that form and individual's distinctive character:

- A. Personality
- B. Motivation
- C. Attitude
- D. Behavior

Q56. Groups created by managerial decision are

- A. Informal groups
- B. Formal groups
- C. Random groups
- D. Interest groups

Q57. Every individual is _____ by their personality:

- A. Intellectual
- B. Specific
- C. Unique
- D. Systematic

Q58. Which is the outcome of the 'Modern Approach' of Management?

- A. Processes in the system should be such that they link the parts together
- B. These elements share a mutual dependency
- C. A system is made of certain strategic elements
- D. All of the above

Q59. _____ is the sequence of psychological steps that a person uses to organize and interpret information from the outside world:

- A. Perceptual Process
- B. Thinking Process

C. Selection Process

D. Sequential theory

Q60. Which of these is not a function of Management

A. Motivation

B. Planning

C. Organizing

D. Directing