



Organization behavior.m

- 1 “...are social inventions for accomplishing goals through group efforts”
- 2 A study of human behavior in organizational settings is
- 3 Scientific Management approach is developed by
- 4 Who proposed “bureaucratic structure” is suitable for all organization
- 5 “Hawthorne experiment” which was a real beginning of applied research in OB was conducted by
- 6 Process or administrative theory of organization is being given by
- 7 Whose concept states that interpersonal and human relations may lead to productivity
- 8 Today’s organization are
- 9 Which organization theory can be understood by IF and THEN relationship
- 10 Organization Behavior is not a /an
- 11 “Cognitive theory” of learning was given by
- 12 Extension of behavior modification into organization is called
- 13 ...is a relatively permanent change in behavior that occurs as a result of experience
- 14 ...is largely childish, irrational, never satisfied, demanding and destructive of others
- 15 ...represent noblest thoughts, ideals et
- 16 ...is reality and practical oriented part of thinking
- 17 Thematic Apperception Test (TAT) is designed to understand
- 18 ... is “the reactions of individuals to new or threatening factors in their work environments”





- 19 Which of the following is/are not job related source of stress
- 20 Which of the following is/are not organizational factors causing stress
- 21 Which of the following is / are not a method of managing stress
- 22 ...refers to the negotiation or an agreement between two groups
- 23 Which of the following methods is/are used to solve intergroup conflicts indirectly
- 24 Which of the following is / are not direct method to solve intergroup conflicts
- 25 A technique to bring changes in the entire organization, rather man focusing attention on individuals to bring changes easily.
- 26 Which of the following is NOT an important issue relating to goal-setting theory?
- 27 Behaviour, power, and conflict are central areas of study for...
- 28 When a bank robber points a gun at a bank employee, his base of power is:
- 29 The managers of a multinational company are located in France, India, Brazil, and the United States. Which decision-making technique seems most reasonable for this organization?
- 30 What do we call it when we judge someone on the basis of our perception?
- 31 Sobha is an honest and straightforward person. She believes her employees are all similarly honest and straightforward, ignoring signs that they may be manipulating her.
- 32 Sathish has a low absenteeism rate. He takes responsibility for his health and has good health habits. He is likely to have a(an):
- 33 Raju believes that men perform better in oral presentations than women. What shortcut has been used in this case?
- 34 Mr. Manoj, Manager ABC Company found that skills of workers and machinery used by them as compared to the competitors in the market are obsolete within a year, which type of challenge ABC Company is facing?
- 35 According to Robert Katz, when managers have the mental ability to analyze and diagnose complex situations, they possess ...skills.





- 36) What sort of goals does Management By Objectives (MBO) emphasize?
- 37) Today's managers understand that the success of any effort at improving quality and productivity must include...
- 38) Which of the following would be least likely to pose a barrier to cross-cultural communications?
- 39) Which of the following theory is proposed by Clayton Alderfer?
- 40) Concept of MBO was introduced by:
- 41) Mr. Sunil's one-day salary was deducted because of his uninformed leave, as he was already warned about this behaviour. It is an example of which method of shaping behaviours?
- 42) While managing political behaviours in organization, the manager requires discouraging:
- 43) People with which type of personality trait commonly make poor decisions because they make them too fast?
- 44) Which of the following is an environmental force that shapes personality?
- 45) Factors other than satisfaction that impact one's decision to leave a current job include all of the following EXCEPT:
- 46) Praveen is dissatisfied with his job but believes that his supervisor is a good man who will do the right thing. Praveen has decided that if he just waits, conditions will improve. Praveen's approach to this problem is termed as:
- 47) Which of the following leadership behaviours are identified by the path-goal theory?
- 48) Which of the following is not a trait dimension in Big 5 personality trait?
- 49) In which stage of the conflict process does conflict become visible?
- 50) Which dimension of Big 5 personality traits represents artistically sensitive, refined etc.
- 51) ...refers to the network of personal and social relations that is developed spontaneously between people associated with each other.
- 52) The cognitive process through which an individual selects, organizes but misinterprets environmental stimuli is known as...





- 53 The more consistent behaviour, the more the observer is inclined to...
- 54 Which of the following is one of the relationships proposed in expectancy theory?
- 55 In Maslow's hierarchy needs which of the following pair of needs is ranked as "lower order needs"?
- 56 Maslow grouped the five needs into two categories
- 57 If everyone who is faced with a similar situation responds in the same way, attribution theory states that the behaviour shows...
- 58 Your boss never gives you the benefit of the doubt. When you were late back from lunch, he assumed that you had simply taken too much time. He never considered that the elevators were out and you had to walk up 10 flights of stairs. Your boss is guilty of ...
- 59 Mr.Sajeev rated Mr. Rajiv high in his job evaluation because both belong to same area and graduated from the same University. It is an example of:
- 60 All the following are dimensions of Intellectual ability EXCEPT:
- 61 What sort of actions is most likely to be attributed to external causes?
- 62 A threatened strike action by a labour union to force the management to accept their demands is an example of which of the following power?
- 63 Which of the following departmentalization can be considered necessary in an organization where the company's products fall into several categories with very different production methods for each category?
- 64 Mr.Dirash has a job which pays an excellent salary. He has a good relationship with his peers and his supervisors. He also likes the fact that the company policy fits well with what he personally believes, and that he has received considerable recognition for his achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Dirash loves his job?
- 65 Job appraisal is the part of...
- 66 Over the past two decades, business schools have added required courses on people skills to many of their curricula. Why have they done this?





- 67 Which of the following is most likely to be a belief held by a successful manager?
- 68 What term is used for the extent to which an individual displays different behaviours in different situations?
- 69 What does consensus refer to in attribution theory?
- 70 If everyone who is faced with a similar situation responds in the same way, attribution theory states that the behaviour shows.
- 71 Which of the following is not one of the four primary management functions?
- 72 Determining how tasks are to be grouped is part of which management function?
- 73 Mintzberg concluded that managers perform 10 different, highly interrelated roles. Which of the following is one of the broad categories into which these roles could be grouped?
- 74 As a manager, one of James's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is James acting in when he does this?
- 75 According to Mintzberg, one of management's interpersonal roles is.
- 76 Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?
- 77 A manager is valued by her colleagues for her ability to perform effective break-even analysis on upcoming ventures. In this case, her colleagues value her for competencies that fall within which of Katz's essential management skills categories?
- 78 According to Katz, technical skills encompass the ability to.
- 79 Which one of the following would not be considered a human skill in Katz's structure?
- 80 According to Katz, when managers have the mental ability to analyze and diagnose complex situations, they possess skills.
- 81 According to Fred Luthans and his associates, which of the following is considered a part of traditional management?
- 82 Which of Luthans' managerial activities involves socializing, politicking, and interacting with outsiders?





- 83 While the Functions, Roles, Skills, and Activities approaches to management all differ, they all recognize that effective and successful managers must develop which of the following?
- 84 An OB study would be least likely to be used to focus on which of the following problems?
- 85 If a person responds the same way over time, attribution theory states that the behaviour shows.
- 86 Mr.Balu is late for work each day by about ten minutes. How would attribution theory describe this behaviour?
- 87 Which of the following is a reason that the study of organizational behaviour is useful?
- 88 Psychology's major contributions to the field of organizational behavior have been primarily at what level of analysis?
- 89 Which behavioural science discipline is most focused on understanding individual behaviour?
- 90 The science that seeks to measure, explain, and sometimes change the behaviour of humans and other animals is known as.
- 91 blends concepts from psychology and sociolog
- 92 The science that focuses on the influence people have on one another is.
- 93 Which of the following fields has most helped us understand differences in fundamental values, attitudes, and behaviour among people in different countries?
- 94 The subject of organizational culture has been most influenced by which behavioral science discipline?
- 95 According to management guru Tom Peters, almost all quality improvement comes from of design, manufacturing, layout, processes, and procedures.
- 96 Today's managers understand that the success of any effort at improving quality and productivity must include.
- 97 Most valuable asset in an organization is
- 98 What term is used to describe voluntary and involuntary permanent withdrawal from an organization?





- 99 ...is discretionary behaviour that is not part of an employee's formal job requirement, but that promotes the effective functioning of the organization.
- 100 Individual-level independent variables include all of the following except.
- 101 Which of the following statements is true about the term "ability", as it is used in the field of organizational behaviour?

