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## MGT-502 Organizational Behavior Update MCQ'S Mid Term



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**Question No:1**

**(Marks:1)**

**Vu-Topper RM**

Mr. Yasir is always moving, walking and eating rapidly. He also feels impatient with the rate at which most events take place. It exemplifies which of the following Personality type?

- A. Type A personality**
- B. Type B personality
- C. Proactive personality
- D. Reactive personality

**Question No:2**

**(Marks:1)**

**Vu-Topper RM**

A person or group with a direct interest, involvement, or investment in organization is called \_\_\_\_\_.

- A. Patron
- B. Stockholder
- C. Stakeholder**
- D. Shareholder

**Question No:3**

**(Marks:1)**

**Vu-Topper RM**

Introducing too little change in an organization can lead to:

- A. Chaos
- B. Stagnation**
- C. Success
- D. Competitiveness

**Question No:4**

**(Marks:1)**

**Vu-Topper RM**

“Consistent with freedom and privacy” and “Creates an overly legalistic environment” are the characteristics of which ethical decision making criterion?

- A. Right Criterion**
- B. Justice Criterion

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- C. Whistle blowing
- D. Utilitarianism

**Question No:5** (Marks:1) **Vu-Topper RM**

Management roles (Interpersonal, Informational, Decisional) were devised by:

- A. Michael E. Porter
- B. Peter Drucker
- C. Bill Gates
- D. Henry Mintzberg**

**Question No:6** (Marks:1) **Vu-Topper RM**

Miss Manaal, HR Executive of XYZ company, rejected all those candidates who graduated from ABC University. It is an example of:

- A. Selective Perception
- B. Projection
- C. Stereotyping**
- D. Halo effect

**Question No:7** (Marks:1) **Vu-Topper RM**

All of the following are characteristics of directive decision making EXCEPT:

- A. Focus on fast and short term decision
- B. Great tolerance for ambiguity**
- C. Efficient and logical
- D. Few alternatives reviewed

**Question No:8** (Marks:1) **Vu-Topper RM**

“Compassionate behavior” refers to which of the following work value?

- A. Concern for others**

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- B. Fairness
- C. Achievement
- D. Honesty

**Question No:9** (Marks:1) **Vu-Topper RM**

Which of the following Instrumental value was ranked as the most important by Executives?

- A. Independence
- B. Honest
- C. Ambitious
- D. Responsible**

**Question No:10** (Marks:1) **Vu-Topper RM**

Serving rude and thoughtless customers increase:

- A. Employee dissatisfaction**
- B. Employee engagement
- C. Employee satisfaction
- D. Employee productivity

**Question No:11** (Marks:1) **Vu-Topper RM**

Emotions that are organizationally required and considered appropriate in a given job are:

- A. All of the given**
- B. Felt
- C. Displayed
- D. Actual

**Question No:12** (Marks:1) **Vu-Topper RM**

What term is used for intense feelings that are directed at someone or something?

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- A. Cognition
- B. Affect
- C. Thoughts
- D. Emotions**

**Question No:13** (Marks:1) **Vu-Topper RM**  
The following values are termed as Terminal values in Milton Rokeach's value survey EXCEPT:

- A. Wisdom
- B. Imaginativeness**
- C. Salvation

**Question No:14** (Marks:1) **Vu-Topper RM**  
Maria is dissatisfied with the way that her manager treats her. She has quit her job and found a new position with another firm. She has expressed her dissatisfaction through \_\_\_\_\_.

- A. Exit**
- B. Voice
- C. Loyalty
- D. Neglect

**Question No:15** (Marks:1) **Vu-Topper RM**  
All of the following are the contributing disciplines to the field of OB EXCEPT:

- A. Psychology
- B. Oncology**
- C. Sociology
- D. Anthropology

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**Question No:16**

**(Marks:1)**

**Vu-Topper RM**

Research suggests that which of the following increases with increase in tenure?

A. Dissatisfaction

B. Turnover

C. Absenteeism

**D. Job Productivity**

**Question No:17**

**(Marks:1)**

**Vu-Topper RM**

Emotional attachment to an organization and a belief in its value is known as \_\_\_\_\_

A. Continuance commitment

**B. Affective commitment**

C. Normative commitment

D. None of the given options

**Question No:18**

**(Marks:1)**

**Vu-Topper RM**

If a person responds the same way over time, attribution theory states that the behavior shows:

A. Continuity

B. Distinctiveness

C. Consensus

**D. Consistency**

**Question No:19**

**(Marks:1)**

**Vu-Topper RM**

In Organizational Behavior, group processes and group decision making is understood with the help of which of the following Behavioral science?

**A. Social Psychology**

B. Anthropology

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- C. Psychology
- D. Sociology

**Question No:20** (Marks:1) **Vu-Topper RM**

In East, people like to work in groups and teams to achieve goals. It can be termed as which of the following cross cultural values:

- A. Individualism
- B. Collectivism**
- C. Power Distance
- D. Quantity of Life

**Question No:21** (Marks:1) **Vu-Topper RM**

Assertiveness, future orientation, power distance, uncertainty avoidance and individualism/collectivism are dimensions of:

- A. An individual personality
- B. Motivation
- C. All of the given options
- D. Global framework for assessing culture**

**Question No:22** (Marks:1) **Vu-Topper RM**

According to Robert Katz, when managers have the mental ability to analyze and diagnose complex situations, they possess \_\_\_\_\_ skills.

- A. Problem-solving
- B. Conceptual**
- C. Technical
- D. Leadership

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**Question No:23**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is NOT one of the six universal emotions, as agreed upon by most contemporary researchers?

**A. Hate**

B. Fear

C. Anger

D. Sadness

**Question No:24**

**(Marks:1)**

**Vu-Topper RM**

Differences among individuals performing jobs at same workplace, can be classified as \_\_\_\_\_.

A. Employment

B. Cultural barrier

**C. Diversity**

D. Opportunity cost

**Question No:25**

**(Marks:1)**

**Vu-Topper RM**

Geert Hofstede's Framework for assessing cultures consists of \_\_\_\_\_ value dimensions of national culture.

A. Five

B. Nine

C. Three

**D. Six**

**Question No:26**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is an instrumental value?

**A. Friendliness**

B. High Quality

C. Innovation

D. Profitability

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**Question No:27**

**(Marks:1)**

**Vu-Topper RM**

Sheraz has the ability to balance anxiety, fear, and anger while working on tough projects. He possesses which component of emotional intelligence?

- A. Self-motivation
- B. Self-management**
- C. Locus of control
- D. Social skill

**Question No:28**

**(Marks:1)**

**Vu-Topper RM**

What is the last step in the Rational Decision-Making Model?

- A. Weighing the decision criteria
- B. Computing the optimal decision**
- C. Collecting relevant data
- D. Developing alternatives

**Question No:29**

**(Marks:1)**

**Vu-Topper RM**

\_\_\_\_\_ is considered as the kind of problem solving, in which several available alternatives are there from which we have to choose.

- A. Intuition
- B. Unethical behavior
- C. Stress management
- D. Decision making**

**Question No:30**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is not a core topic of organizational behavior?

- A. Conflict
- B. Motivation
- C. Attitude development
- D. Resource allocation**

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**Question No:31**

**(Marks:1)**

**Vu-Topper RM**

Which of the following statement is true regarding men and emotions?

- A. They are good at reading other's emotions
- B. They believe that expressing emotions is incongruent to their image**
- C. They can show greater emotional expression
- D. They experience emotions more intensively

**Question No:32**

**(Marks:1)**

**Vu-Topper RM**

Zarar is highly committed and has an attachment to the organization where he works. He feels he is a true member of the company. He is demonstrating \_\_\_\_.

- A. Organizational citizenship
- B. Job identification
- C. Job satisfaction
- D. Organizational commitment**

**Question No:33**

**(Marks:1)**

**Vu-Topper RM**

\_\_\_\_\_ determine/s whether actions are right or wrong and outcomes are good or bad.

- A. Behavior
- B. Ethics**
- C. Values
- D. Principles

**Question No:34**

**(Marks:1)**

**Vu-Topper RM**

Robert Katz identified three essential management skills. Which one of the following is not a management skill identified by Robert?

- A. Technical

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- B. Human
- C. Analytical**
- D. Conceptual

**Question No:35** (Marks:1) **Vu-Topper RM**  
Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

- A. Charisma
- B. Commitment
- C. Social Interaction**
- D. Leadership Skills

**Question No:36** (Marks:1) **Vu-Topper RM**  
Categorizing or labeling people on the basis of a single attribute is called:

- A. Attribution
- B. Stereotyping**
- C. Selective perception
- D. Perceived reality

**Question No:37** (Marks:1) **Vu-Topper RM**  
All of the following are personal characteristics affecting perception of perceiver except:

- A. Interests
- B. Weather conditions**
- C. Expectations
- D. Past experiences

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**Question No:38**

**(Marks:1)**

**Vu-Topper RM**

Decisions made by team of individuals or single person whether to outsource products or in-source are classified as:

- A. Make or buy decisions**
- B. Idle or busy decisions
- C. Relevant or irrelevant decision
- D. Demand or supply decisions

**Question No:39**

**(Marks:1)**

**Vu-Topper RM**

Individuals organize and interpret their sensory impressions so that they may give a meaning to their:

- A. Personality
- B. Organization
- C. Environment**
- D. Feelings

**Question No:40**

**(Marks:1)**

**Vu-Topper RM**

Group behavior, power, and conflict are central areas of study for

- \_\_\_\_\_.
- A. Social psychologists
- B. Sociologists**
- C. Operations analysts
- D. Anthropologists

**Question No:41**

**(Marks:1)**

**Vu-Topper RM**

Which of the following factor is not external attribution?

- A. Ability**
- B. Luck
- C. Task difficulty
- D. Chance

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**Question No:42**

**(Marks:1)**

**Vu-Topper RM**

Researches indicate that great salespersons are usually:

- A. Reactive
- B. Type As**
- C. Type Bs
- D. Introverts

**Question No:43**

**(Marks:1)**

**Vu-Topper RM**

The everyday tasks of management that managers perform in their organizations include \_\_\_\_\_.

- A. Planning and creativity
- B. Publicity and leading
- C. Planning and leading**
- D. Publicity and creativity

**Question No:44**

**(Marks:1)**

**Vu-Topper RM**

Thinking pattern of a scientist and innovator is a perfect example of \_\_\_\_\_.

- A. Conceptual thinking
- B. Creative thinking**
- C. Concrete thinking
- D. Reflective thinking

**Question No:45**

**(Marks:1)**

**Vu-Topper RM**

Which one of the following theories suggests that “workers pay attention to relationship between inputs they contribute and outcomes they receive”?

- A. Equity theory**
- B. Reinforcement theory

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- C. Expectancy theory
- D. Goal-setting theory

**Question No:46** (Marks:1) **Vu-Topper RM**

Which is NOT one of the steps in the rational decision making model?

- A. Defining the problem
- B. Identifying the decision criteria
- C. Selecting the decision that satisfices**
- D. Mr. Sajjad desire to establish and maintain friendly and warm

**Question No:47** (Marks:1) **Vu-Topper RM**

relationships with others. This need refers to:

- A. Need for food
- B. Need for safety
- C. Need for designation
- D. Need for affiliation**

**Question No:48** (Marks:1) **Vu-Topper RM**

If personality characteristics were completely dictated by \_\_\_\_\_, they would be fixed at birth and no amount of experience could alter them.

- A. Heredity**
- B. Environment
- C. Situations
- D. Job satisfaction

**Question No:49** (Marks:1) **Vu-Topper RM**

In Organizational Behavior, the social science which helps in studying comparative values, attitudes, and cross-cultural analysis is:

- A. Political Science

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**B. Anthropology**

C. Psychology

D. Sociology

**Question No:50**

**(Marks:1)**

**Vu-Topper RM**

Which of the following describes “Moods”?

A. Feelings that have negative consequences

**B. Feelings that are less intense and that lack a contextual stimulus**

C. Feelings that have broad range experienced by people

D. Feelings that are intense and directed at someone or something

**Question No:51**

**(Marks:1)**

**Vu-Topper RM**

A change in behavior that occurs as result of experience is relatively\_\_\_\_\_.

A. For short time

**B. Permanent**

C. For longer time

D. Temporary

**Question No:52**

**(Marks:1)**

**Vu-Topper RM**

Which of the following determinant of human behavior in an organization is studied in organizational behavior?

A. Individuals

B. Structure

C. Groups

**D. All of the given options**

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**Question No:53**

**(Marks:1)**

**Vu-Topper RM**

Which One of the following concepts that is central to attribution theory?

- A. Locus of control**
- B. Self-actualization

**Question No:54**

**(Marks:1)**

**Vu-Topper RM**

Which of the following statement is true regarding men and emotions?

- A. They are good at reading other's emotions
- B. They can show greater emotional expression
- C. They believe that expressing emotions is incongruent to their image**
- D. They experience emotions more intensively

**Question No:55**

**(Marks:1)**

**Vu-Topper RM**

In the formula for Behavior i.e.  $B = f(P,E)$ , "P" stands for:

- A. The Person**
- B. The Perception
- C. The Personality
- D. The Perfection

**Question No:56**

**(Marks:1)**

**Vu-Topper RM**

The process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment is called:

- A. Environmental analysis
- B. Perception**
- C. Interpretation
- D. Social verification

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**Question No:57**

**(Marks:1)**

**Vu-Topper RM**

The decision making model in which we identify one that is “good enough” meets an acceptable level of performance instead of optimal level is:

- A. Intuitive decision making
- B. Bounded rationality**
- C. All of the given options
- D. Rational decision making

**Question No:58**

**(Marks:1)**

**Vu-Topper RM**

\_\_\_\_\_ primarily relies on outsourcing of various responsibilities.

- A. Boundary less organization
- B. Team structure
- C. Strategic alliance
- D. Virtual organization**

**Question No:59**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is NOT a frequent shortcut used in judging others?

- A. Selective perception
- B. Contrast effect
- C. Confirmation bias**
- D. Halo effect

**Question No:60**

**(Marks:1)**

**Vu-Topper RM**

The first stage in the perception process is:

- A. Exposure to stimuli**
- B. Mood
- C. Interpretation
- D. Attention

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**Question No:61** (Marks:1) **Vu-Topper RM**

Which of the following is a measure of "how organizations are becoming more heterogeneous in terms of gender, race, and ethnicity"?

- A. Operational homogeneity
- B. Workforce diversity**
- C. Organizational culture
- D. Affirmative action

**Question No:62** (Marks:1) **Vu-Topper RM**

In work values, honesty stands for \_\_\_\_\_.

- A. Dependability
- B. Impartiality
- C. Provision of accurate information**
- D. Standing up for your beliefs

**Question No:63** (Marks:1) **Vu-Topper RM**

Which of the following is true about emotions?

- A. They lack a contextual stimulus
- B. They are less intense than moods
- C. They are experienced over several days or months
- D. They are more intense than moods**

**Question No:64** (Marks:1) **Vu-Topper RM**

Which of the following is NOT the ingredient common to Management By Objective (MBO) program:

- A. Performance Feedback
- B. Participative Decision-Making
- C. Vision**
- D. Goal Specificity

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**Question No:65**

**(Marks:1)**

**Vu-Topper RM**

As a manager, one of Ali's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ali performing?

- A. Spokesperson role
- B. Figurehead role**
- C. Leadership role
- D. Monitor role

**Question No:66**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is not a stage/level of maturity for making ethical decision?

- A. Pre-moral
- B. conventional
- C. principled
- D. post-moral**

**Question No:67**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is not a decision making model?

- A. Rational model
- B. intuitive model
- C. technical model**
- D. garbage can model

**Question No:68**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is/are the shared beliefs about expected behavior, aimed at making groups function effectively?

- A. Group unity
- B. group norms**

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- C. group criteria
- D. group efficacy

**Question No:69** (Marks:1) **Vu-Topper RM**

Mr. Ali is the member of group. He always gives new ideas and tries to get maximum information regarding the project they are handling. Which of the following group role he is performing?

- A. Task- oriented role**
- B. relationship-oriented role
- C. self-oriented role
- D. maintenance-oriented role

**Question No:70** (Marks:1) **Vu-Topper RM**

The administration of negative consequences or the withdrawal of positive consequence to reduce the likelihood of repeating the behavior in similar settings is called:

- A. Reinforcement
- B. positive reinforcement
- C. negative reinforcement
- D. punishment**

**Question No:71** (Marks:1) **Vu-Topper RM**

According to the David McClelland's theory of motivation, a person trying to make others behave in such a manner which otherwise they would not behaved has

- A. Need for affiliation
- B. need for power**
- C. need for self-actualization
- D. need for achievement

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**Question No:72**

**(Marks:1)**

**Vu-Topper RM**

When a manager allows time relaxation to employees so that they can balance their work schedule and personal life, its actually an example of.

- A. Flextime**
- B. job sharing
- C. telecommuting
- D. none of the given

**Question No:73**

**(Marks:1)**

**Vu-Topper RM**

The teams with employees scattered or spread at multiple different are known as:

- A. Cross functional
- B. virtual**
- C. self-managed
- D. problem solving

**Question No:74**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is an example of a goal setting in management by objective (MBO) style?

- A. Decrease payroll costs by 6%**
- B. modernize outdated equipment
- C. improve customer service
- D. Increase employees satisfaction

**Question No:75**

**(Marks:1)**

**Vu-Topper RM**

The measure of the appropriateness of goals chosen is called:

- A. Efficiency
- B. effectiveness**
- C. economy
- D. all of the given

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**Question No:76**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is not a trait as discussed in the big five model:

- A. Agreeableness
- B. conscientiousness
- C. the motivation**

**Question No:77**

**(Marks:1)**

**Vu-Topper RM**

Which of the following decision making models make use of “gut feelings”?

- A. Bounded rationality
- B. intuitive decision making**
- C. decision making by objection
- D. garbage can model

**Question No:78**

**(Marks:1)**

**Vu-Topper RM**

All of the following are the basic assumptions of Maslow’s Hierarchy of need Except:

- A. Once a need is satisfied its role declines
- B. Lower level needs must be satisfied before higher level needs are activated
- C. More ways exist to satisfy higher level needs
- D. Needs are simple, with few needs acting consecutively**

**Question No:79**

**(Marks:1)**

**Vu-Topper RM**

If you have the ability to understand how others feel, even without being told, you have the ability to:

- A. Get along with others
- B. motivate yourself
- C. show empathy**

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D. manage your emotions

**Question No:80**

**(Marks:1)**

**Vu-Topper RM**

If a person is influenced by surroundings while making a decision, he/she is actually influenced by:

- A. The situation**
- B. the perceiver
- C. the target
- D. none of the mentioned

**Question No:81**

**(Marks:1)**

**Vu-Topper RM**

All of the mentioned sciences have contributed to the growth of Organizational behavior except:

- A. Psychology
- B. sociology
- C. social psychology
- D. geology**

**Question No:82**

**(Marks:1)**

**Vu-Topper RM**

The opinion or belief segment of an attitude is known as:

- A. Psychological component
- B. Affective component
- C. Behavioral component
- D. Cognitive component**

**Question No:83**

**(Marks:1)**

**Vu-Topper RM**

All are the elements of motivation EXCEPT:

- A. None of given**
- B. Persistence

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- C. Intensity
- D. Direction

**Question No:84** (Marks:1) **Vu-Topper RM**

Attributions which protect the self-esteem or present a positive selfimage are in the category of which bias?

- A. Self-serving biases
- B. Cognitive dissonance bias
- C. Perceptual bias
- D. Correspondence bias

**Question No:85** (Marks:1) **Vu-Topper RM**

Mr.Fahad's one day salary was deducted because of his uninformed leave, as he was already warned about this behavior. It is an example of which method of shaping behaviors?

- A. Punishment
- B. Positive Reinforcement
- C. Negative Reinforcement
- D. Reinforcement

**Question No:86** (Marks:1) **Vu-Topper RM**

Which of the following is true about emotions?

- A. They are more intense than moods
- B. They lack a contextual stimulus
- C. They are less intense than moods
- D. They are experienced over several days or months

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**Question No:87**

**(Marks:1)**

**Vu-Topper RM**

In work values, Achievement can be described as:

- A. Impartiality
- B. Provision of accurate information
- C. **Career advancement**
- D. Compassionate behavior

**Question No:88**

**(Marks:1)**

**Vu-Topper RM**

Behavior of college instructors to ignore the raised hands of students that eliminates the habit of students to ask questions, this is an example of \_\_\_\_\_.

- A. **Extinction**
- B. Social Learning theory
- C. Negative reinforcement
- D. Punishment

**Question No:89**

**(Marks:1)**

**Vu-Topper RM**

Organizational members who violate established norms that result in negative consequences for the organization, its members, or both, show:

- A. **Deviant Workplace Behavior**
- B. Emotional Labor
- C. Social Skills
- D. Interpersonal Skills

**Question No:90**

**(Marks:1)**

**Vu-Topper RM**

In the following steps in decision making, which would come first?

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**A. Generate alternatives**

**B. Implement the decision**

**C. Make a choice**

**D. Rating of alternative**

**Question No:91**

**(Marks:1)**

**Vu-Topper RM**

The ability of a person to work, understand and motivate other people individually and in group can be termed as:

**A. Human skill**

**B. Technical skill**

**C. Analytical skill**

**D. Conceptual skill**

**Question No:92**

**(Marks:1)**

**Vu-Topper RM**

The process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment is called:

**A. Perception**

**B. Interpretation**

**C. Social verification**

**D. Environmental analysis**

**Question No:93**

**(Marks:1)**

**Vu-Topper RM**

Which of the following approach evaluates the organization's ability to innovate and function quickly and responsively?

**A. The Technical Approach**

**B. The External System Approach**

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- C. The Internal System Approach
- D. The Management Approach

**Question No:94** (Marks:1) **Vu-Topper RM**

Mr. Sajjad desire to establish and maintain friendly and warm relationships with others. This need refers to:

- A. Need for safety
- B. **Need for affiliation**
- C. Need for designation
- D. Need for food

**Question No:95** (Marks:1) **Vu-Topper RM**

Which of the following factor is not an internal attribution?

- A. Personality
- B. Ability
- C. Effort
- D. **Luck**

**Question No:96** (Marks:1) **Vu-Topper RM**

Which of the following theories was proposed by Douglas McGregor?

- A. Two-factor theory
- B. Hierarchy of needs theory
- C. Expectancy theory
- D. **Theories X and Y**

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**Question No:97**

**(Marks:1)**

**Vu-Topper RM**

A theory that relates intrinsic factors to job satisfaction and extrinsic factors to job dissatisfaction is known as:

- A. Motivation - hygiene theory**
- B. Reinforcement theory**
- C. Goal setting theory**
- D. Equity theory**

**Question No:98**

**(Marks:1)**

**Vu-Topper RM**

Which of the following statements about the determinants of personality is true?

- A. Personality appears to be a result of external factors**
- B. Personality appears to be a result of both hereditary and environmental factors**
- C. Personality appears to be a result of mainly hereditary factors**
- D. Personality appears to be a result of mainly environmental factors**

**Question No:99**

**(Marks:1)**

**Vu-Topper RM**

A person with characteristics such as creativity, curiosity and artistic sensitivity, shows he/she is high on \_\_\_\_\_ factor of the Big Five personality trait.

- A. Conscientiousness**
- B. Extraversion**
- C. Agreeableness**
- D. Openness to experience**

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**Question No:100**

**(Marks:1)**

**Vu-Topper RM**

The basic components of an organization are task, structure, technology and \_\_\_\_\_.

- A. Price
- B. Promotion
- C. Place
- D. **People**

**Question No:101**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is not considered biographical characteristics of an employee in an organization?

- A. Gender
- B. Family Status
- C. Age
- D. **Marital Status**

**Question No:102**

**(Marks:1)**

**Vu-Topper RM**

Sadia is normally a very calm and composed manager, but the other day she sounded very visibly upset as evidenced by her raised voice on the telephone. Her staff heard it, and was trying to figure out what caused her to be upset. This is an example of:

- A. Stereotyping
- B. Halo Effect
- C. **Contrast effects**
- D. Projection

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**Question No:103**

**(Marks:1)**

**Vu-Topper RM**

Explaining, measuring and changing behavior of humans or animals are concerned with: A. Operational analysts

B. Sociologists

C. **Psychologists**

D. Scientists

**Question No:104**

**(Marks:1)**

**Vu-Topper RM**

In a job interview, the applicant says to the interviewer, "What a coincidence, Your Boss and I were roommates in college." Which of the following Impression management technique is used by the applicant?

A. Apology

B. Conformity

C. **Association**

D. Flattery

**Question No:105**

**(Marks:1)**

**Vu-Topper RM**

Which one of the following words is the best synonym for "ability", as the term is used in organizational behavior?

**A. Capacity**

B. Motivation

C. Experience

D. Wisdom

**Question No:106**

**(Marks:1)**

**Vu-Topper RM**

Subhan believes that he was promoted and given a raise based upon his hard work on the job. He possesses which of the following trait:

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- A. An internal locus of control**
- B. An external locus of control**
- C. Self-efficacy**
- D. Emotional intelligence**

**Question No:107**

**(Marks:1)**

**Vu-Topper RM**

All of the following are work deviant behaviors except:

- A. Emotional Labor**
- B. Personal aggression**
- C. Political actions**
- D. Property theft**

**Question No:108**

**(Marks:1)**

**Vu-Topper RM**

Which one of the following is NOT a factor that influences perception?

- A. Situation**
- B. Perceiver**
- C. Medium**
- D. Target**

**Question No:109**

**(Marks:1)**

**Vu-Topper RM**

Mr. Fahad believes that the participation of employees in all aspects of company decision making is essential, Which management philosophy is he following? A. ERG Theory

- B. Theory Z**
- C. Theory X**
- D. Theory Y**

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**Question No:110**

**(Marks:1)**

**Vu-Topper RM**

\_\_\_\_\_ refers to the inability of decision makers to process all aspects of information so that the decision is made with a limited subset of information.

- A. Post-decision dissonance
- B. Groupthink block
- C. **Bounded rationality**
- D. Rational bias

**Question No:111**

**(Marks:1)**

**Vu-Topper RM**

The smell of fresh cake baking makes Saima's mouth water is an example of which one of the following learning theory?

- A. Social learning
- B. **Classical conditioning**
- C. Operant conditioning
- D. Reinforcement theory

**Question No:112**

**(Marks:1)**

**Vu-Topper RM**

The ability to manage one's own emotions and impulses.

- A. Self-motivation
- B. Self-awareness
- C. **Self-management**
- D. Social skill

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**Question No:113**

**(Marks:1)**

**Vu-Topper RM**

\_\_\_\_\_ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

- A. Business organization
- B. **Informal organization**
- C. Formal organization
- D. Government organization

**Question No:114**

**(Marks:1)**

**Vu-Topper RM**

The study which enables us to learn about human beings, their activities and societies is known as: A. Organizational Behavior

- B. **Anthropology**
- C. Sociology
- D. Political Science

**Question No:115**

**(Marks:1)**

**Vu-Topper RM**

Ms. Ayesha is a manager in ABC Company, she has the ability to understand and handle emotions of her subordinates. Which of the following Emotional Intelligence dimension is depicted from the example? A. Self awareness

- B. Social skill
- C. **Empathy**
- D. Self regulation

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**Question No:116**

**(Marks:1)**

**Vu-Topper RM**

The cultural dimensions identified by Hofstede include:

- A. Individualism
- B. Power distance
- C. Uncertainty avoidance
- D. **All of the given options**

**Question No:117**

**(Marks:1)**

**Vu-Topper RM**

\_\_\_\_\_ creates problem for employees when their job requires to display emotions incompatible with their actual feelings.

- A. Anxiety
- B. Depression
- C. Stress
- D. **Emotional Labor**

**Question No:118**

**(Marks:1)**

**Vu-Topper RM**

In ERG theory, the Relatedness is similar to which sort of need classified by Maslow? **A. Social need**

- B. Safety need
- C. Physiological need
- D. Physiological need

**Question No:119**

**(Marks:1)**

**Vu-Topper RM**

What trait does a decision maker need to have if they are to fully appraise a problem and even see problems that others are not aware of?

**A. Intuition**

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- B.** Conceptual style
- C.** Individuality
- D.** Creativity

**Question No:120** (Marks:1) **Vu-Topper RM**

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills? A. Conceptual, communication and networking

- B. Interpersonal, informational and decisional
- C. Technical, decisional and interpersonal
- D. Technical, human, and conceptual**

**Question No:121** (Marks:1) **Vu-Topper RM**

In Organizational Behavior, the social science which helps in studying comparative values, attitudes, and cross-cultural analysis is:

- A. Anthropology**
- B.** Political Science
- C.** Sociology
- D.** Psychology

**Question No:122** (Marks:1) **Vu-Topper RM**

Mr. Ali gets good salary and other benefits. But he is more concerned about his educational development, which is not provided by the company. Still he is not quitting the job; this attitude of Ali is called \_\_\_\_\_

- A. Continuance commitment**
- B.** Normative commitment

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- C. Affective commitment
- D. None of the given options

**Question No:123** (Marks:1) **Vu-Topper RM**  
Achievements, Honesty, Fairness and Concern for other are related with \_\_\_\_\_ Values.

- A. Personal
- B. Terminal
- C. **Instrumental**
- D. Work

**Question No:124** (Marks:1) **Vu-Topper RM**  
Line of authority that extends from the top of the organization to the lowest level and clarifies who reports to whom is known as \_\_\_\_\_.

- A. Formalization
- B. **Chain of command**
- C. Span of control
- D. Organizational structure

**Question No:125** (Marks:1) **Vu-Topper RM**  
A permanent change which occurs in the behavior due to experience is known as

- A. Knowledge
- B. Motivation
- C. **Learning**
- D. Ability

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**Question No:126**

**(Marks:1)**

**Vu-Topper RM**

Agreeing with someone else's opinion in order to gain his or her approval, it refers to which of the following Impression management technique? A. Apology

B. Excuses

C. Conformity

D. **Flattery**

**Question No:127**

**(Marks:1)**

**Vu-Topper RM**

In the formula for Behavior i.e.  $B = f(P,E)$ , "P" stands for:

A. The Personality

B. The Perception

C. **The Person**

D. The Perfection

**Question No:128**

**(Marks:1)**

**Vu-Topper RM**

What sort of goals does Management By Objectives (MBO) emphasize?

A. Challenging, emotional and constructive

B. **Tangible, verifiable and measurable**

C. Achievable, controllable and profitable

D. Hierarchical, attainable and effective

**Question No:129**

**(Marks:1)**

**Vu-Topper RM**

Which work-related value dimension has primary focus on assertive acquisition of money and power versus the quality of life and one's interpersonal relationships?

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- A. Individualism-Collectivism
- B. Power distance
- C. Uncertainty avoidance
- D. **Masculinity–Femininity**

**Question No:130** (Marks:1) **Vu-Topper RM**

The degree to which people value relationships and show sensitivity and concern for the welfare of others is:

- A. Uncertainty avoidance
- B. Shortest term orientation
- C. **Individualism**
- D. Quality of life

**Question No:131** (Marks:1) **Vu-Topper RM**

Which of the below options is NOT among the major workforce diversity categories?

- A. Race
- B. Sexual orientation
- C. Gender
- D. **Lifestyle**

**Question No:132** (Marks:1) **Vu-Topper RM**

Which of the following managerial role is NOT part of the decisional role?

- A. Entrepreneur
- B. **Monitor**

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- C. Resource allocator
- D. Negotiator

**Question No:133** (Marks:1) **Vu-Topper RM**

Which of the following theory is proposed by Clayton Alderfer?

- A. Theory Z
- B. Hierarchy of Needs
- C. Theory X and Theory Y
- D. **ERG Theory**

**Question No:134** (Marks:1) **Vu-Topper RM**

In \_\_\_\_\_ the needs are arranged in an order as per their importance (basic to complex)

- A. Mayo theory
- B. **Maslow need Theory**
- C. Herzberg theory
- D. theory

**Question No:135** (Marks:1) **Vu-Topper RM**

When we talk about a stimulus which of the following options is most suitable?

- A. Manner in which sensory nerve fibers communicate with one another.
- B. Synonym for perception.
- C. Psychological correlate of physical energy.
- D. **Physical energy that begins the perceptual process.**

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**Question No:136**

**(Marks:1)**

**Vu-Topper RM**

“Muslims with beard are being perceived as terrorists or potential terrorists in American culture after the incident of 9/11”. This is a perfect example of:

- A. Stereotyping**
- B. Type 1 error**
- C. Selective perception**
- D. Halo effect**

**Question No:137**

**(Marks:1)**

**Vu-Topper RM**

Which one of the following would be considered as motivator in the two-factor theory?

- A. Bonuses
- B. Salary
- C. Responsibility**
- D. Working conditions

**Question No:138**

**(Marks:1)**

**Vu-Topper RM**

When the ability-job fit is poor, then employees are likely to:

- A. Success
- B. Motivate
- C. Fail**
- D. Suffer badly

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**Question No:139**

**(Marks:1)**

**Vu-Topper RM**

Deductive reasoning, verbal comprehension and perceptual speed are all characteristics of:

- A. Mental ability
- B. Logical ability
- C. Physical ability
- D. **Intellectual ability**

**Question No:140**

**(Marks:1)**

**Vu-Topper RM**

In Maslow's hierarchy need theory, the sense of self fulfillment and achieving one's potential comes under which class of needs?

- A. **Self Actualization needs**
- B. Social needs
- C. Self Esteem needs
- D. Physiological needs

**Question No:141**

**(Marks:1)**

**Vu-Topper RM**

Using operant conditioning, which of the following is NOT a method that can be used to change behavior?

- A. Punishment
- B. **Counseling**
- C. Negative reinforcement
- D. Positive reinforcement

**Question No:142**

**(Marks:1)**

**Vu-Topper RM**

An employee motivated by intrinsic rewards, would most likely choose:

- A. Increased salary

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B. **Ongoing opportunities for education and training**

C. Incentive bonuses

D. A company car

**Question No:143**

**(Marks:1)**

**Vu-Topper RM**

Which of the following theory says that “specific and difficult goals, with feedback lead to higher performance”?

A. **Goal-setting theory**

B. Expectancy theory

C. Equity theory

D. Reinforcement theory

**Question No:144**

**(Marks:1)**

**Vu-Topper RM**

All are examples of attitude except:

A. Job satisfaction

B. Organizational commitment

C. **Job contract**

D. Job involvement

**Question No:145**

**(Marks:1)**

**Vu-Topper RM**

Decisions made by team of individuals or single person whether to outsource products or in-source are classified as:

A. Demand or supply decisions

B. Relevant or irrelevant decision

C. **Make or buy decisions**

D. Idle or busy decisions

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**Question No:146**

**(Marks:1)**

**Vu-Topper RM**

Increasingly, we can expect that women will be hired into \_\_\_\_\_ positions.

- A. Traditionally female
- B. **Professional**
- C. Socially-oriented
- D. Unskilled

**Question No:147**

**(Marks:1)**

**Vu-Topper RM**

What term is used for the extent to which an individual displays different behaviors in different situations?

- A. **Distinctiveness**
- B. Continuity
- C. Integrity
- D. Stability

**Question No:148**

**(Marks:1)**

**Vu-Topper RM**

If an individual admits responsibility for an undesirable event and simultaneously seeks pardon for his/her actions, which of the following Impression management technique is used here?

- A. **Apology**
- B. Conformity
- C. Flattery
- D. Excuses

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**Question No:149**

**(Marks:1)**

**Vu-Topper RM**

Explosive strength, body coordination and dynamic flexibility are characteristics of:

- A. Physical ability**
- B. Mental ability
- C. Logical ability
- D. Intellectual ability

**Question No:150**

**(Marks:1)**

**Vu-Topper RM**

Researches indicate that great salespersons are usually:

- A. Introverts
- B. Type As**
- C. Reactive
- D. Type Bs

**Question No:151**

**(Marks:1)**

**Vu-Topper RM**

Job performance decreases with increase in \_\_\_\_\_.

- A. Tenure
- B. Motivation
- C. Age**
- D. Job satisfaction

**Question No:152**

**(Marks:1)**

**Vu-Topper RM**

Mr. Zulfiqar, Manager in ABC Company, always assume that employees don't like to work and avoid working whenever possible, So he uses to threaten employees to achieve their goals. Which theory is he applying?

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- A. Theory Y
- B. Goal Setting Theory
- C. **Theory X**
- D. Theory Z

**Question No:153** (Marks:1) **Vu-Topper RM**

All are personality measuring tests except \_\_\_\_\_.

- A. Observer-ratings survey
- B. **Stanford - Binet test**
- C. Rorschach Inkblot Test and Thematic Appreciation Test
- D. Self Report Survey

**Question No:154** (Marks:1) **Vu-Topper RM**

Taimoor was so concerned that his department's project be completed on time that he offered all of his employees a \$100 bonus for each day that the project was completed ahead of schedule. This is an example of:

- A. Variable reinforcement
- B. **Extrinsic reward**
- C. Valence
- D. Intrinsic reward

**Question No:155** (Marks:1) **Vu-Topper RM**

Which of the following is NOT an example of common stereotyping?

- A. Nationality
- B. Age
- C. Politics

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**D. Perceptual**

**Question No:156**

**(Marks:1)**

**Vu-Topper RM**

Kamran always gives more favorable evaluations to the people who belong to his cast and area. He is exercising \_\_\_\_\_ bias.

- A. Halo effect
- B. Leniency
- C. **Similar to me effect**
- D. Selective perception

**Question No:157**

**(Marks:1)**

**Vu-Topper RM**

During job interviews often interviewers make distortion while evaluating a candidate, they give favorable evaluation to a candidate who preceded by mediocre applicants. This behavior is an example of \_\_\_\_\_

- A. Stereotyping
- B. **Contrast effect**
- C. Halo effect
- D. Leniency

**Question No:158**

**(Marks:1)**

**Vu-Topper RM**

The tendency of perceiving the job performance of the employees as good is known as \_\_\_\_\_.

- A. Harshness
- B. **Halo Effect**
- C. Central Tendency
- D. Leniency

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**Question No:159**

**(Marks:1)**

**Vu-Topper RM**

Maslow's hierarchy of need theory suggested that:

- A. Self-Esteem and Self Actualization are lower-level needs
- B. Financial rewards could motivate behavior in all situations
- C. Unsatisfied needs can never be act as motivator
- D. **Lower-level needs must be satisfied before higher-order needs**

**Question No:160**

**(Marks:1)**

**Vu-Topper RM**

Employee engagement can be best described as:

- A. Employee's belief to affect their work environment and competence
- B. Employee's positive feeling about his/her job
- C. Employee's loyalty with an organization and its goals
- D. **Employee's involvement and satisfaction with, and enthusiasm for the work**

**Question No:161**

**(Marks:1)**

**Vu-Topper RM**

Which of the following ability is required to perform a job of an "Interior decorator"?

- A. Body coordination
- B. Perceptual speed
- C. Number aptitude
- D. **Spatial visualization**

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**Question No:162**

**(Marks:1)**

**Vu-Topper RM**

The process of forming impression( through combining, integrating and interpreting information) of someone on the basis of previous attitude of ours, stimulus and current mood is called \_\_\_\_\_.

- A. Mood
- B. Behavior
- C. **Social Perception**
- D. Selective Perception

**Question No:163**

**(Marks:1)**

**Vu-Topper RM**

In Maslow's hierarchy need theory, the sense of autonomy, achievement and recognition comes under which category of needs?

- A. Physiological needs
- B. **Self Esteem needs**
- C. Social needs
- D. Self Actualization needs

**Question No:164**

**(Marks:1)**

**Vu-Topper RM**

Mr.Adnan is an effective and good manager because he has the ability to handle emotions of employees.Which element of Emotional intelligence is Mr.Adnan equipped with?

- A. Social Skill
- B. Self Management
- C. Self Motivation
- D. **Empathy**

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**Question No:165**

**(Marks:1)**

**Vu-Topper RM**

Mr. Usman, manager of Zakia Corporation monitors the performance of the organization and significant deviation through the function of:

- A. Planning
- B. **Controlling**
- C. Organizing
- D. Leading

**Question No:166**

**(Marks:1)**

**Vu-Topper RM**

When we look at the problems in an organization, they are usually of the following type(s):

- A. Problems of failing to take advantage of opportunities.
- B. Crisis problems.
- C. **All of the available options.**
- D. D. Routine problems.

**Question No:167**

**(Marks:1)**

**Vu-Topper RM**

Organizational change is \_\_\_\_\_ process.

- A. One-time
- B. **Ongoing**
- C. Periodic
- D. Annual

**Question No:168**

**(Marks:1)**

**Vu-Topper RM**

When we look at the basics of organizational commitment, it is the collection of feelings and \_\_\_\_\_.

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- A. Job satisfaction
- B. Motivation
- C. **Beliefs**
- D. Workforce diversity

**Question No:169** (Marks:1) **Vu-Topper RM**

Which of Hofstede's dimensions is the degree to which people in a country prefer structured to unstructured situations?

- A. Collectivism
- B. Power distance
- C. Long-term orientation
- D. **Uncertainty avoidance**

**Question No:170** (Marks:1) **Vu-Topper RM**

Which one of the following countries ranks highest on Individualism?

- A. Great Britain
- B. South Africa
- C. Australia
- D. **United States of America**

**Question No:171** (Marks:1) **Vu-Topper RM**

Ali believes that he received an appropriate salary increase this year but he does not believe that the company's methods for determining salary increases were fair. He believes that there is a problem with the firm's \_\_\_\_\_ justice.

**A. Procedural**

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- B.** Interpersonal
- C.** Equity
- D.** Distributive

**Question No:172**

**(Marks:1)**

**Vu-Topper RM**

Protecting the interests of deprived and less powerful is known as\_\_\_\_\_.

- A. Obligation
- B. Justice**
- C. Right
- D. Duty

**Question No:173**

**(Marks:1)**

**Vu-Topper RM**

Hamid truly believes that he can achieve his goal of selling 10 cars each month. This belief reflects Hamid's:

- A. Self-esteem
- B. Self-efficacy**
- C. Attitude
- D. Risk propensity

**Question No:174**

**(Marks:1)**

**Vu-Topper RM**

Management functions of planning, organizing, leading and controlling were first classified by:

- A. Henri Fayol**
- B. Stephen Covey**
- C. Marry Parker**

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**D.** Henry Mintzeberg

**Question No:175**

**(Marks:1)**

**Vu-Topper RM**

\_\_\_\_\_ is considered as the kind of problem solving, in which several available alternatives are there from which we have to choose.

- A. Unethical behavior
- B. Intuition
- C. Stress management
- D. Decision making**

**Question No:176**

**(Marks:1)**

**Vu-Topper RM**

Mr. Qasim has the ability to work well with other people, he also enjoys working in a group. He possess \_\_\_\_\_.

- A. Behavioral skills
- B. Human skills**
- C. Technical skills
- D. Planning skills

**Question No:177**

**(Marks:1)**

**Vu-Topper RM**

A criterion in which decisions are made to provide greatest good to greatest number is known as \_\_\_\_\_

- A. Justice Criterion
- B. Whistle blowing
- C. Utilitarianism**
- D. Right Criterion

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**Question No:178**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is the drawback of Justice Criterion in ethical decision making?

- A. Creates an overly legalistic environment
- B. None of the given options
- C. **Ignores the right of minorities**
- D. Reduces risk taking and innovation

**Question No:179**

**(Marks:1)**

**Vu-Topper RM**

Mr. Ali is relaxed and easy going person. He does not suffer from a sense of time urgency and also does not feel any need to display his accomplishments unless situation demands to do so. Mr. Ali is having Personality type of:

- A. Type A personality
- B. Reactive personality
- C. Proactive personality
- D. **Type B personality**

**Question No:180**

**(Marks:1)**

**Vu-Topper RM**

Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?

- A. **Men express emotions more intensely**
- B. Men express anger more frequently
- C. Women express emotions more intensely
- D. Women show greater emotional expression

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**Question No:181**

**(Marks:1)**

**Vu-Topper RM**

Basic Universal emotions are \_\_\_\_\_ in number.

- A. Fore
- B. **Five**
- C. SIX
- D. Three

**Question No:182**

**(Marks:1)**

**Vu-Topper RM**

Which one of the following is NOT a component of an organization A.  
Task

- B. **Place**
- C. Structure
- D. People

**Question No:183**

**(Marks:1)**

**Vu-Topper RM**

The emotional or feeling segment of an attitude is referred as:

- A. Behavioral component
- B. Psychological component
- C. Cognitive component
- D. **Affective component**

**Question No:184**

**(Marks:1)**

**Vu-Topper RM**

When a manager in an organization makes or approves significant decisions regarding human, physical and monetary matters, which Mintzberg's managerial role he/she plays?

- A. Negotiator

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- B. Spokesperson
- C. **Resource allocator**
- D. Disseminator

**Question No:185** (Marks:1) **Vu-Topper RM**

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?

- A. To avoid the halo effect
- B. **To avoid the contrast effect**
- C. To avoid the stereotyping effect
- D. To avoid the projection effect

**Question No:186** (Marks:1) **Vu-Topper RM**

Which of the following mentioned is the last step in Rational decision making model?

- A. **Selecting the best alternative**
- B. Defining the problem
- C. Evaluating the alternatives
- D. Identifying the decision criteria

**Question No:187** (Marks:1) **Vu-Topper RM**

Values are important to organizational behavior because they:

- A. **Are considered as an integral part of culture**
- B. Help to understand an individual's attitudes and motivation
- C. Help to understand the organizational policies
- D. Form the supporting foundation for the study of ethics

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**Question No:188**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is NOT the ingredient common to Management By Objective (MBO) program:

- A. Participative Decision-Making
- B. Goal Specificity
- C. **Vision**
- D. Performance Feedback

**Question No:189**

**(Marks:1)**

**Vu-Topper RM**

Which among the given options cannot be categorized as an individual level independent variable?

- A. Marital status
- B. Age
- C. Gender
- D. **Productivity**

**Question No:190**

**(Marks:1)**

**Vu-Topper RM**

Group behavior, power, and conflict are central areas of study for

- \_\_\_\_\_.
- A. Social psychologists
  - B. Operations analysts
  - C. Anthropologists
  - D. **Sociologists**

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**Question No:191**

**(Marks:1)**

**Vu-Topper RM**

How is the satisfying decision maker best characterized?

- A. As relying on others to make decisions
- B. **As using bounded rationality**
- C. As using rationality
- D. As affected by anchoring bias

**Question No:192**

**(Marks:1)**

**Vu-Topper RM**

What sort of actions is most likely to be attributed to external causes? A.

Actions that have high distinctiveness, high consensus and high consistency

B. Actions that have high distinctiveness, low consensus and low consistency

C. Actions that have low distinctiveness, low consistency and high consensus

D. **Actions that have high distinctiveness, high consensus and low consistency**

**Question No:193**

**(Marks:1)**

**Vu-Topper RM**

Individuals organize and interpret their sensory impressions so that they may give a meaning to their:

A. Feelings

B. Personality

C. **Environment**

D. Organization

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**Question No:194**

**(Marks:1)**

**Vu-Topper RM**

The degree to which a person identifies with a job, actively participates in it, and considers performance important to self-worth is known as

\_\_\_\_\_.

- A. Job Satisfaction
- B. **Job Involvement**
- C. Job Specification
- D. Job Enrichment

**Question No:195**

**(Marks:1)**

**Vu-Topper RM**

All of the following are true about learning EXCEPT that it:

- A. Can have a very short duration
- B. **Affects aptitude**
- C. Requires some form of experience
- D. Requires a change in behavior

**Question No:196**

**(Marks:1)**

**Vu-Topper RM**

All of the following are decision making models EXCEPT:

- A. Rational decision making
- B. Intuitive decision making
- C. **Affective decision making**
- D. Bounded rationality

**Question No:197**

**(Marks:1)**

**Vu-Topper RM**

"Girls are not good at sport" is an example of:

- A. Halo effect

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- B. **Stereotyping**
- C. Perception
- D. Selective perception

**Question No:198**

**(Marks:1)**

**Vu-Topper RM**

The ability to being aware of what you are feeling is:

- A. Social Skill
- B. Empathy
- C. **Self- awareness**
- D. Self-motivation

**Question No:199**

**(Marks:1)**

**Vu-Topper RM**

The OB topic of motivation has been most influenced by which behavioral science discipline?

- A. Sociology
- B. Political science
- C. Corporate strategy
- D. **Psychology**

**Question No:200**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is NOT “Informational role”?

- A. Disseminator
- B. **Leader**
- C. Spokesperson
- D. Monitor

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**Question No:201**

**(Marks:1)**

**Vu-Topper RM**

Which of the following statement is TRUE about Type B individuals? A.

They are extremely competitive.

B. They have a sense of urgency, impatient & hostile.

C. **They are more relax and easy going.**

D. They are fast workers and prefer quantity over quality

**Question No:202**

**(Marks:1)**

**Vu-Topper RM**

If an individual fail to report to his/her work, this phenomena can be termed as \_\_\_\_\_.

**A. Absenteeism**

**B. Turnover**

**C. Delinquency**

**D. Insubordination**

**Question No:203**

**(Marks:1)**

**Vu-Topper RM**

Which of the following statements is true?

A. Older employees generally have lower productivity than younger workers

B. Older employees are perceived to be more flexible than younger workers

C. Older employees are more likely to quit their job than younger workers

D. **Older employees have lower rates of avoidable absence than younger workers**

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**Question No:204**

**(Marks:1)**

**Vu-Topper RM**

Which of the following statement describes the Emotional Dissonance?

**A. Inconsistencies between emotions people feel and they project.**

B. The ability to persist in the face of setbacks and failures.

C. The ability to sense how others are feeling.

D. Consistencies between felt and displayed emotions.

**Question No:205**

**(Marks:1)**

**Vu-Topper RM**

ABC organization is well known as a company that uses a human relations approach; the company nurtures creativity and self-control in its employees. This company is following:

**A. Theory Y.**

B. Theory T.

C. Theory X.

D. Theory Q.

**Question No:206**

**(Marks:1)**

**Vu-Topper RM**

Ibrahim is of the view that "I control what happens to me!" What sort of locus of control he possess?

A. External locus of control

B. None of the available options

**C. Internal locus of control**

D. Combination of both internal and external locus of control

**Question No:207**

**(Marks:1)**

**Vu-Topper RM**

Which one of the following factors is not determined by Expectancy theory of motivation? A. Instrumentality

**B. Procedural justice**

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- C. Valence
- D. Expectancy

**Question No:208** (Marks:1) **Vu-Topper RM**

Individuals who score high in \_\_\_\_ tend to take their jobs seriously, organized and act responsibly at work.

- A. Extroversion
- B. **Conscientiousness**
- C. Openness to Experience
- D. Emotional Stability

**Question No:209** (Marks:1) **Vu-Topper RM**

The major contributions of Social Psychology towards the field of organizational behavior have been primarily at which level of analysis?

- A. Group level
- B. Cultural level
- C. **Individual level**
- D. Organizational level

**Question No:210** (Marks:1) **Vu-Topper RM**

Passively and optimistically waiting for conditions to improve, trusting management to do right things is:

- A. **Loyalty**

**Question No:211** (Marks:1) **Vu-Topper RM**

\_\_\_\_\_ is a generic term that covers a broad range of feelings that people experience.

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- A. Mood
- B. **Affect**
- C. Emotions
- D. Personality traits

**Question No:212** (Marks:1) **Vu-Topper RM**  
Positive Mood includes all the following feelings EXCEPT:

- A. **Hostility**

**Question No:213** (Marks:1) **Vu-Topper RM**  
Characteristics such as age, gender and marital status are known as

- A. Behavioral characteristics
- B. Geographical characteristics
- C. Psychographic characteristics
- D. **Biographical characteristics**

**Question No:214** (Marks:1) **Vu-Topper RM**  
The Big Five Model of Personality contains all of the following dimensions EXCEPT:

- A. **Introversion**

**Question No:215** (Marks:1) **Vu-Topper RM**  
According to attribution theory, which of the following is an example of externally caused behavior?

- A. **An employee is late because of a flat tire**

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**Question No:216**

**(Marks:1)**

**Vu-Topper RM**

Old age workers are perceived to be resistant to new \_\_\_\_\_

**Technology**

**Question No:217**

**(Marks:1)**

**Vu-Topper RM**

Suspending an employee for dishonest behavior is an example of which method of shaping behavior?

**Punishment**

**Question No:218**

**(Marks:1)**

**Vu-Topper RM**

Biological Characteristics include the following EXCEPT: A.

Age

**B. Color**

**C. Gender**

**D. Marital Status**

**Question No:219**

**(Marks:1)**

**Vu-Topper RM**

If you are proud of your accomplishments and are confident in your abilities, you have high \_\_\_\_\_.

A. Attitude

**B. Self-esteem**

C. Self-efficacy

D. Risk propensity

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**Question No:220**

**(Marks:1)**

**Vu-Topper RM**

The technique of Total Quality Management (TQM) has been borrowed from:

- A. Russians
- B. Koreans
- C. **Japanese**
- D. Americans

**Question No:221**

**(Marks:1)**

**Vu-Topper RM**

Psychology's major contributions to the field of organizational behavior have been primarily at which level of analysis?

**Individual level**

**Question No:222**

**(Marks:1)**

**Vu-Topper RM**

When we rank an individual's values in order of their \_\_\_\_\_, we obtain the person's value system.

- A. Context
- B. Content
- C. **Intensity**
- D. Social needs

**Question No:223**

**(Marks:1)**

**Vu-Topper RM**

A change in behavior that occurs as result of experience is relatively\_\_\_\_\_.

- A. **Temporary**
- B. Permanent
- C. For short time

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**D.** For longer time

**Question No:224**

**(Marks:1)**

**Vu-Topper RM**

An area of study that blends concepts from psychology and sociology and focuses on the influence of people on one another is known as:

**Social Psychology**

**Question No:225**

**(Marks:1)**

**Vu-Topper RM**

\_\_\_\_\_ is one's ability to detect and manage emotional cues and information.

**Emotional intelligence**

**Question No:226**

**(Marks:1)**

**Vu-Topper RM**

Which of the following determinant of human behavior in an organization is studied in organizational behavior?

**Individuals**

**Question No:227**

**(Marks:1)**

**Vu-Topper RM**

Normally managers of an organization \_\_\_\_\_.

**Get things done through other people**

**Question No:228**

**(Marks:1)**

**Vu-Topper RM**

Which of the following managerial role managers do not perform in an informational role?

**Negotiator**

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Question No:229

(Marks:1)

Vu-Topper RM

4Ps Cycle of Continuous Improvement consists of \_\_\_\_\_

**People, products , productivity, and process**

Question No:230

(Marks:1)

Vu-Topper RM

The differences in various defining personal traits such as age, gender, race marital status, ethnic origin, religion, education, and many secondary qualities is known as:

- A. Paucity
- B. **Diversity**
- C. Distinction
- D. Empowerment

Question No:231

(Marks:1)

Vu-Topper RM

The phenomenon of perception tell us that:

**People interpret the input from their senses to give meaning.**

Question No:232

(Marks:1)

Vu-Topper RM

Which of the following approach evaluates the organization's ability to convert skills and resources into goods and services efficiency?

- A. **The Technical Approach**
- B. The Management Approach
- C. The Internal System Approach
- D. The External System Approach

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**Question No:233**

**(Marks:1)**

**Vu-Topper RM**

Which of the following is an important moderator of the satisfactionturnover relationship?

**Employee's level of performance**

**Question No:234**

**(Marks:1)**

**Vu-Topper RM**

The first stage in the perception process is:

**Exposure to stimuli**

**Question No:235**

**(Marks:1)**

**Vu-Topper RM**

Sadaf has a low absenteeism rate. She takes responsibility for his health and has good health habits. She is likely to have a(an):

**Internal locus of control**

**Question No:236**

**(Marks:1)**

**Vu-Topper RM**

Sajjad is of the view that "People and circumstances control my fate".

What sort of locus of control he possess?

**External locus of control**

**Question No:237**

**(Marks:1)**

**Vu-Topper RM**

Which of the following term is used to describe broad range of feelings that people experience?

**A. Affect**

**B. Mood**

**C. Emotion**

**D. Emotional Intelligence**

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**Question No:238**

**(Marks:1)**

**Vu-Topper RM**

Investigation of the impact that individuals, groups, and structure have on behavior within organizations is known as \_\_\_\_\_.

**Organizational behavior**

**Question No:239**

**(Marks:1)**

**Vu-Topper RM**

Comparative attitudes, Cross-cultural analysis and Organizational environment are main focus of:

- A. Sociology
- B. Psychology
- C. **Anthropology**
- D. Political Science

**Question No:240**

**(Marks:1)**

**Vu-Topper RM**

Categorizing or labeling people on the basis of a single attribute is called:

**Stereotyping**

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