



**MGT502 Current Online 160 Quizzes Question Repeated ignore**

Question # 1

In the modern work world, where higher-level trust has been largely destroyed because of broken promises, it is likely to be replaced with which of the following type of trust?

Select correct option:

Reliance-based

Dependence-based

**Knowledge-based**

Identity-based

Question # 2

The primary change agents in an organization are:

Select correct option:

Employees

**Managers**

Leaders

Stakeholders

Question # 3

“Fahad is easy-going at home, but at work he becomes very tense and anxious.” This statement attributes Fahad’s personality more to which of the following?

Select correct option:

Heredity

Environment

**Situation**

Locus of control

Question # 4

Which of the following theories was proposed by Douglas McGregor?

Select correct option:

Hierarchy of needs theory

**Theories X and Y**

Two-factor theory

Expectancy theory

Question # 5

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

Select correct option:

Mood

Affect

Emotion

Emotional Intelligence

Question # 6

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Question # 7

Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Attitudes are a measure of how the worth of an object, person or event is evaluated

Question # 8

Which one of the following would NOT be considered a human skill in Katz's structure?

Select correct option:

Decision making

Communicating

Working as part of a team

Listening to others

Question # 9

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?

Select correct option:

Theory Z

Theory Y

Theory X

Goal Setting Theory

Question # 10

Which one of the following is NOT a component of an organization

Select correct option:

People

Place

Structure

Task

Question # 11

What is/are the key element(s) of motivation?

Select correct option:

Intensity

Direction

Persistence

All of the given options

Question # 12

Which of the following terminal values was ranked as the most important by executives?

Select correct option:

Freedom

Self-respect

Family security

Social security

Question # 13

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

Select correct option:

Technical

Leadership

Problem-solving

Conceptual

Question # 14

Which of the following is NOT an important issue relating to goal-setting theory?

Select correct option:

Goal specificity

Equity among co-workers

Feedback

Defining the goal

Question # 15

An OB study would be least likely to be used to focus on which of the following problems?

Select correct option:

An increase in absenteeism at a certain company

A fall in productivity in one shift of a manufacturing plant

A decrease in sales due to growing foreign competition

Excessive turnover in volunteer workers at a non-profit organization

Question # 16

Which of the following is NOT one of the most common types of teams?

Select correct option:

Problem-solving

Interdepartmental

Self-managed

Cross functional

Question # 17

Which of the following term is used to define tendency to draw a general impression about an individual on the basis of a single characteristic?

Select correct option:

Contrast Effect

Halo effect

Self-Serving bias

Selective Perception

Question # 17

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

Select correct option:

Sociologists

Anthropologists

Social psychologists

Operations analysts

Question # 18

Which of the following is LEAST likely to create dependency?

Select correct option:

Importance

Non substitutability

**Power legitimacy**

Supply and demand

Question # 19

Hadia is an office worker who processes health insurance forms. She has worked at her present job for three years. Initially she was criticized by her supervisor for careless work, but in the months after that improved considerably. Now she consistently processes her forms without errors and above quota. However she has found her supervisor has not responded to the extra effort she puts in, giving her no praise and no financial reward. Hadia will most likely perceive that there is a problem in which of the following relationships?

Select correct option:

Rewards-personal goals

**Performance-reward**

Effort-performance

Rewards-effort

Question # 20

Explaining, measuring and changing behavior of humans or animals are concerned with:

Select correct option:

Operational analysts

Scientists

**Psychologists**

Sociologists

Question # 21

Ahmed is responsible to transmit information to outsiders on organization's plans, policies, actions and results. Which managerial role is he playing in organization?

Select correct option:

Disseminator

**Spokesperson**

Representative

Figurehead

Question # 22

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\_\_\_\_\_.

Select correct option:

Selective Perception( not sure, pls confirm)

Mood

Behavior

Social Perception

Question # 23

Your company's director of human resources suggests that the problem with the recruitment process is not the interviewers, but rather the fact that the interviewers lack a clear understanding of the traits and skills required for each position. Which type of team would be most likely to assemble to compile a list of the required skills?

Select correct option:

Virtual team

Self-managed team

Task force (not sure pls confirm)

Problem-solving team

Question # 24

The managers of a multinational company are located in Taiwan, India, Brazil, and the United States. Which group decision-making technique seems most reasonable for this organization?

Select correct option:

A postal service interaction

A brainstorming session

A nominal group

An electronic meeting

Question # 25

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

Select correct option:

The level of the group

The level of the individual

The level of the organization  
The level of the culture

Question # 26

What is the term used for a general impression about an individual based on a single characteristic such as intelligence, sociability, or appearance?

Select correct option:

The contrast effect  
Personal bias  
The halo effect  
Projection

Question # 27

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

Select correct option:

Distinctiveness  
Consensus  
Consistency  
Continuity

Question # 28

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

Select correct option:

Negative reinforcement  
Punishment  
Counseling  
Positive reinforcement

Question # 29

Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

Select correct option:

Social Interaction  
Commitment  
Charisma  
Leadership Skills

Question # 30

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

Select correct option:

Salary

Bonuses

Working conditions

Responsibility

Question # 31

The study which enables us to learn about human beings, their activities and societies is known as

Select correct option:

Political Science

Sociology

Anthropology

Organizational Behavior

Question # 32

Mr. Muneeb is responsible for corrective actions when his organization faces important and unexpected disturbance. What management role is he playing?

Select correct option:

Negotiator

Disturbance handler

Resource Allocator

Disseminator

Question # 33

Rizwan is low on conscientiousness. This would lead you to suspect that which of the following statements is most likely to be true about Rizwan?

Select correct option:

He will be easily distracted

He will find comfort in the familiar

He will be comfortable with solitude

He will be nervous, depressed, and insecure

Question # 34

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

Select correct option:



Projection  
Selective Perception  
**Stereotyping**  
Halo effect

Question # 35

\_\_\_\_\_ focuses on the study of people in relation to their social environment.

Select correct option:

Psychology  
**Sociology**  
Corporate strategy  
Political science

Question # 36

Which of the following is the expected weakness of group decision making?

Select correct option:

Less complete knowledge  
**More time will be used to make the decision**  
Employees will be less accepting of the group decision  
The decision will probably be a lower quality decision

Question # 37

Sana is an honest and straightforward person. She believes her employees are all similarly honest and straightforward, ignoring signs that they may be manipulating her.

What perceptual shortcut is Sana most likely using?

Select correct option:

Contrast effect  
Halo effect  
Stereotyping  
**Projection**

Question # 38

All of the following are Decision-making styles EXCEPT:

Select correct option:

Analytical  
Conceptual  
**Ethical**  
Behavioral

Question # 39

Which of the following term is used to define tendency to draw a general impression about an individual on the basis of a single characteristic?

Select correct option:

Contrast Effect

Halo effect

Self-Serving bias

Selective Perception

Question # 40

Dissatisfied customers have \_\_\_\_\_ effect on employee's job satisfaction.

Select correct option:

Negative

Positive

Neutral

No

Question # 41

What is the term used for the situation where employees are allowed to pick and choose from among a menu of benefit options?

Select correct option:

Flexible pay

Benefit menu options

Flexible benefits

Benefit participation

Question # 42

The most important aspect of power is probably that it:

Select correct option:

Involves control

Tends to corrupt people

Is counterproductive

Is a function of dependency?

Question # 43

Which of the following is NOT a step involved in rational decision making model

Select correct option:

Selecting the best alternative

Evaluating the alternatives

**Evaluating the Problem**

Defining the problem

Question # 44

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?

Select correct option:

Theory Z

Theory Y

**Theory X**

Goal Setting Theory

Question # 45

When diversity is not managed properly, there is a potential for \_\_\_\_\_.

Select correct option:

Higher creativity

Communication benefits

Labor cost inequities

**Higher turnover**

Question # 46

Which of the following is one of the relationships proposed in expectancy theory?

Select correct option:

Reward-satisfaction relationship

Satisfaction-performance relationship

**Rewards-personal goals relationship**

Effort-satisfaction relationship

Question # 47

Which one of the following is NOT included in the 4-Ps of Continuous Improvement:

Select correct option:

Product

**Place**

People

Processes

Question # 48

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 \_\_\_\_\_.

Select correct option:

Self-serving bias

Selective perception

Fundamental attribution error

Inconsistency

Question # 49

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 \_\_\_\_\_.

Select correct option:

Exit

Voice

Loyalty

Neglect

Question # 50

Which one of the following is NOT a component of an organization

Select correct option:

People

Place

Structure

Task

Question # 51

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

Select correct option:

Formal organization

Informal organization

Business organization

Government organization

Question # 52

A high score in which dimension of the Big Five model predicts good job performance for all occupational groups?

Select correct option:

Agreeableness

**Conscientiousness**

Emotional stability

Openness to experience

Question # 53

Imran is the head of a group at an advertising agency working with artists and designers to come up with effective branding of new products. Why is it particularly important for him to keep his team happy?

Select correct option:

People are more conscientious when they are in a good mood

People are more efficient when they are in a good mood

People are more productive when they are in a good mood

**People are more creative when they are in a good mood**

Question # 54

Ability to understand what is read or heard and the relationship of words to each other is called \_\_\_\_\_

Select correct option:

**Verbal comprehension**

Non verbal comprehension

Perceptual speed

Memory

Question # 55

Which of the following is an environmental force that shapes personality?

Select correct option:

Gender

Height

Brain size

**Experience**

Question # 56

A national culture characteristic describing the extend to which a society feels threatened by uncertain and ambiguous situation and tries to avoid them is called \_\_\_\_\_

Select correct option:

Short Term Orientation

Long Term Orientation

Uncertainty Avoidance

Performance Orientation

Question # 57

In attribution theory, what is distinctiveness?

Select correct option:

Whether an individual displays consistent behaviors in different situations

Whether an individual displays different behaviors in different situations

Whether an individual displays consistent behaviors in similar situations

Whether an individual displays different behaviors in similar situations

Question # 58

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

Question # 59

Eden Corp has installed a new email system, but many staff members do not know of its features. Upper management decides to allocate a small portion of the company's budget to solving this problem. A team that uses rational decision making to arrive at a solution should be aware that this case deviates from the assumptions of the rational decision making model in what way?

Select correct option:

There are cost constraints

The problem is not clearly defined

The options available to the team are not known

There are constraints on the options available

Question # 60

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?

Select correct option:

Creativity

Conceptual style

**Intuition**

Individuality

Question # 61

Which of the following leadership model integrates the expectancy theory of motivation with the Ohio State leadership research?

Select correct option:

**Path-goal**

Contingency

Leader-participation

Leader-member exchange

Question # 62

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

Select correct option:

Personality appears to be a result of external factors

Personality appears to be a result of mainly hereditary factors

Personality appears to be a result of mainly environmental factors

**Personality appears to be a result of both hereditary and environmental factors**

Question # 63

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?

Select correct option:

To avoid the stereotyping effect

To avoid the halo effect

**To avoid the contrast effect**

To avoid the projection effect

Question # 64

Which of the following types of teams would most likely be assembled to improve the efficiency of a company's production process?

Select correct option:

Cross-functional

**Problem-solving**

Self-managed

Virtual

Question # 65

Why most organizations develop multiple suppliers rather than give their business to only one?

Select correct option:

To increase knowledge and information

To develop interdependence

**To reduce dependency**

To maximize power

Question # 66

Trust and trustworthiness affect a leader's access to:

Select correct option:

Dedication and achievement

Persuasion and control

Power and influence

**Knowledge and cooperation**

Question # 67

Which of the following statements is true?

Select correct option:

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

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

Older employees are perceived to be more flexible than younger workers

Older employees generally have lower productivity than younger workers

Question # 68

What is generally the result of groupthink?

Select correct option:

Higher quality decisions

**More risky decisions**



Less critical analysis  
Unpopular decisions

Question # 69

Your physician has advised you to take a series of medications. You comply because of his \_\_\_\_\_ power.

Select correct option:

Referent  
Formal  
**Expert**  
Personal

Question # 70

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

Select correct option:

Affect  
Cognition  
Thoughts  
**Emotions**

Question # 71

Mr. Hussain is a salesperson. He remembers the names of his customers easily because he is able to retain and recall past experience. He is able in which of the following dimensions of intellectual ability?

Select correct option:

**Memory**  
Number Aptitude  
Deductive Reasoning  
Perceptual speed

Question # 72

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

Select correct option:

Developing alternatives  
Collecting relevant data

Weighing the decision criteria

Computing the optimal decision

Question # 73

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, when he does this?

Select correct option:

Leadership role

Monitor role

Figurehead role

Spokesperson role

Question # 74

Which one of the following is NOT implied in the definition of power?

Select correct option:

Influence

Potential

Dependency

Actualization

Question # 75

Which of the following is NOT a key component of emotional intelligence?

Select correct option:

Self-awareness

Self-management

Commitment

Empathy

Question # 76

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Groupthink

Question # 77

A management function of a manager in which he/she maintains a network of outside contacts who provides favors and information is:

Select correct option:

Monitor

Leader

**Liaison**

Entrepreneur

Question # 78

The power that the College Dean has been granted by the University over the faculty is termed as which of the following power?

Select correct option:

Academic

Positional

**Legitimate**

Organizational  
ability

Question # 79

Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of \_\_\_\_\_ study.

Select correct option:

Organizational

Intuitive

Theoretical

**Systematic**

Question # 80

What is generally considered to be the single "BEST" thing that managers can do to improve performance?

Select correct option:

Set specific, challenging goals

Allocate tasks depending on personality

**Give abundant opportunities for employee growth**

Concentrate on intrinsic rewards

Question # 81

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

Select correct option:

Anger

Fear

**Hate**

Sadness

Question # 82

Which of the following is a reason that the study of organizational behavior is useful?

Select correct option:

Human behavior is not random

**Human behavior is not consistent**

Human behavior is rarely predictable

Human behavior is often not sensible

Question # 83

Which of the following abilities one should have to perform the job of a beach lifeguard?

Select correct option:

To have strong muscles only

To have inductive reasoning skills

To have deductive reasoning skills

**Strong spatial-visualization abilities and body coordination**

Question # 84

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

Select correct option:

Job Satisfaction

Job Enrichment

Job Specification

**Job Involvement**

Question # 85

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

Select correct option:

Continuity

Integrity

Stability

**Distinctiveness**

Question # 86

Ahmed believes that men perform better in oral presentations than women. What shortcut has been used in this case?

Select correct option:

The halo effect

The contrast effect

Projection

Stereotyping

Question # 87

All of the following are Decision-making styles EXCEPT:

Select correct option:

Analytical

Conceptual

Ethical

Behavioral

Question # 88

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

Select correct option:

Motivation

Capacity

Experience

Wisdom

Question # 89

If you wish to emphasize the importance of making decisions consistent with fundamental liberties and privileges, the focus of your teaching will also be on which of the following?

Select correct option:

Utilitarianism

Justice

Rights

Privilege

Question # 90

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

Select correct option:

Obligation

Right

Justice

Duty

Question # 91

A permanent change which occurs in the behavior due to experience is known as  
Select correct option:

- Ability
- Learning
- Motivation
- Knowledge

Question # 92

Which one of the following group types is organizationally determined?  
Select correct option:

- Task
- Work
- Authority
- Social

Question # 93

The cognitive process through which an individual selects, organizes but misinterprets environmental stimuli is known as \_\_\_\_\_  
Select correct option:

- Perception
- Projection
- Selective Perception
- Mis-Perception

Question # 94

Which of the following is NOT true of charismatic leaders?  
Select correct option:

- They have behavior that is unconventional
- They are willing to take high personal risk
- They have a vision and the ability to articulate the vision
- They show consistency with their followers' behaviors

Question # 95

Which of the following is not a biographical characteristic?  
Select correct option:

Region

Age

Sex

Race

Question # 96

When your superior offers you a raise if you will perform additional work beyond the requirements of your job, he/she is exercising which of the following power?

Select correct option:

Legitimate

Coercive

Reward

Personal

Question # 97

In Maslow's Hierarchy of needs, the individual's sense of belonging and love is classified in which of the following needs?

Select correct option:

Self-Actualization Needs

Esteem Needs

Safety Needs

Social Needs

Question # 98

\_\_\_\_\_ refers to manager's mental ability to analyze and diagnose complex situations.

Select correct option:

Human Skill

Managerial Skill

Conceptual Skill

Technical Skill

Question # 99

Management roles(Interpersonal, Informational,Decisional) were coined by

Select correct option:

Henry Mintzberg

Peter Drucker

Michael E. Porter

Bill Gates

Question # 100

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

Select correct option:

Collectivism

Power distance

Long-term orientation

Uncertainty avoidance

Question # 101

Which of the following countries ranks highest in long-term orientation?

Select correct option:

Afghanistan

Bangladesh

Russia

China

Question # 102

Determining how tasks are to be grouped is part of which management function?

Select correct option:

Planning

Leading

Controlling

Organizing

Question # 103

Which of the following leadership behaviors are identified by the path-goal theory?

Select correct option:

Supportive, employee-oriented, laissez-faire and participative

Achievement-oriented, supportive, humanistic, and directive

Participative, achievement-oriented, directive, and supportive

Directive, participative, supportive, and laissez-faire

Question # 104



Asifa telephones her mother to inform that she will come late from college because of late practical. In this communication process, telephone is the:

Select correct option:

- Receiver
- Medium
- Message
- Decoder

Question # 105

Which of the following factors make it imperative that organizations be fast and flexible?

Select correct option:

- Temporariness
- Corporate excess
- Advances in corporate strategy
- Globalization

Question # 106

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

Select correct option:

- Central Tendency
- Harshness
- Leniency
- Halo Effect

Question # 107

Asad, one of your newest employees, is an extravert. Which of the following statements is LEAST likely to be true?

Select correct option:

- Asad will probably attend the company picnic
- Asad will be suited to a managerial or sales position
- Asad will probably have a large number of relationships
- Asad will perform well on specialized, detail-oriented tasks

Question # 108

Which of the following can be used in shaping behavior?

Select correct option:

**Positive reinforcement**

Diminishment

Reaction

Manipulation

Question # 109

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

Select correct option:

**ERG Theory**

Theory X

Theory Y

Theory Z

Question # 110

Suppose you are the plant manager of a manufacturing facility. Your manufacturing process is fairly complex, requiring skills drawn from multiple knowledge areas. Given this complexity, which approach would likely be most effective for determining the cause of the quality problems?

Select correct option:

Forming a cross-functional team, because of the multiple knowledge areas involved

Forming a homogenous team, to assure an aggressive resolution to the problem

Forming a culturally diverse team, because of the need for team creativity

**Forming self-managed team, because of the need for team autonomy**

Question # 111

Positive Mood includes all the following feelings EXCEPT:

Select correct option:

Excitement

Enthusiasm

**Hostility**

Overjoy

Question # 112

Groups based on support for a given sports team are examples of what sort of group?

Select correct option:

Booster

Interest

Friendship

Sports

Question # 113

The organizations offer employee stock ownership programs to gain which of the following benefit?

Select correct option:

Increasing employee satisfaction

Reducing salaries

Reducing stress

Increasing productivity

Question # 114

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

Select correct option:

Depression

Emotional Labor

Stress

Anxiety

Question # 115

If everyone who is faced with a similar situation responds in the same way, attribution theory states that the behavior shows \_\_\_\_\_.

Select correct option:

Consensus

Similarity

Reliability

Consistency

Question # 116

\_\_\_\_\_ is a measure of how organizations are becoming more heterogeneous in terms of gender, race, and ethnicity.

Select correct option:

Workforce diversity

Affirmative action  
Organizational culture  
Operational homogeneity

Question # 117

Which of the following would be least likely to pose a barrier to cross-cultural communications?

Select correct option:

Tone difference  
Word connotations  
Political correctness  
Differences among perceptions

Question # 118

Which of the following would not be considered an organization?

Select correct option:

Hospital  
Charity centers  
Red cross  
Dairy farmers in Punjab

Question # 119

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

Select correct option:

They are extremely competitive.  
They have a sense of urgency, impatient and hostile.  
They are fast workers and prefer quantity over quality  
They are more relax and easy going.

Question # 120

The employee writes a complaint letter to his manager. Putting his thoughts onto paper is an example of:

Select correct option:

Encoding  
Messaging  
Channeling  
Cryptography

Question # 121

An organization has started sending its people to training to help them develop more effective leadership styles. The organization is actually in supporting which of the following?

Select correct option:

Trait theories

**Behavioral theories**

Fiedler's contingency model

The reflection effect

Question # 122

Which of the following is not considered as a characteristic of organizations?

Select correct option:

Social entities

Goal oriented

**Closed system**

Deliberately structured

Question # 123

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

Select correct option:

Actions that have high distinctiveness, high consensus and high consistency

Actions that have high distinctiveness, high consensus and low consistency

Actions that have high distinctiveness, low consensus and low consistency

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

Question # 124

The belief that "violence is wrong" is an evaluative statement. Such an opinion constitutes which of the following component of an attitude?

Select correct option:

**Cognitive**

Affective

Behavioral

Reflective

Question # 125

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

Select correct option:

**Intensity**

Content

Context

Social needs

Question # 126

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

Select correct option:

Generate alternatives

**Rating of alternative**

Make a choice

Implement the decision

Question # 127

Which path-goal leadership style leads to greater satisfaction when tasks are ambiguous or stressful?

Select correct option:

**Directive**

Supportive

Participative

Reactive

Question # 128

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?

Select correct option:

**Social Skill**

Empathy

Self Motivation

Self Management

Question # 129

Which of the following is the most likely explanation for the higher absentee rate of women in the workplace?

Select correct option:

Women tend to have more illnesses that keep them from work than do men  
Traditionally, women have had the responsibility of caring for home and family  
Women tend to be less satisfied with their jobs than men  
Women generally have jobs for which a temporary replacement can be hired

Question # 130

Organizational part having legitimacy and official recognition is called

Select correct option:

Non Governmental Organization

Formal Organization

International Organization

Informal Organization

Question # 131

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

Select correct option:

Internal locus of control

External locus of control

Core locus of control

High emotional stability level

Question # 132

When all communication is channeled through one person, which of the following communication network exists?

Select correct option:

Direct

Chain

Lateral

Wheel

Question # 133

Two people see the same thing at the same time yet interpret it differently. Where do the factors that operate to shape their dissimilar perceptions reside?

Select correct option:

The perceivers

The target

The context

The situation

Question # 134

Biological Characteristics included the following EXCEPT:

Select correct option:

Marital Status

Gender

Color

Age

Question # 135

Which of the following is NOT a factor in the individual perceiver?

Select correct option:

Attitude

Motive

Location

Perception

Question # 136

Who proposed that intentions to work toward a goal are a major source of work motivation?

Select correct option:

Abraham Maslow

Jake Herzberg

Stephen McClelland

Edwin Locke

Question # 137

E-Organizations rely MORE on:

Select correct option:

Team Decision Making

Individual Decision Making

Virtual-Team Decision Making

Group Decision Making

Question # 138

In the communication process, which of the following steps occurs first?

Select correct option:



Transmitting  
Decoding  
Encoding  
Understanding

Question # 139

The more consistent a behavior, the more the observer is inclined to \_\_\_\_.

Select correct option:

Attribute it to interpretation  
Attribute it to internal causes  
Attribute it to consensus  
Attribute it to external causes

Question # 140

Your organization is considering the use of group decision making. What do you think will be the advantage of group decision making?

Select correct option:

Group decision making will be faster  
Group discussions will be shared equally  
There will be increased acceptance of the decision  
Group decision making will be very costly

Question # 141

What does MBO provide for the individual employee?

Select correct option:

Specific personal performance objectives  
Precise job descriptions  
Explicit task objectives  
Clear direction and purpose

Question # 142

The theory which attempts to determine whether an individual's behavior is internally or externally caused is called:

Select correct option:

Attribution Theory  
Contingency Theory  
Expectancy Theory  
Path-Goal Theory

Question # 143

The tendency to be sociable, outspoken and friendly is known as  
Select correct option:

Openness to Experience

Self Monitoring

Extroversion

Introversion

Question # 144

What is the relationship between what one perceives and objective reality?  
Select correct option:

They are the same

They cannot be the same

They are rarely if ever the same

They can be substantially different

Question # 145

The highest level of trust is exhibited in which of the following type of trust?  
Select correct option:

Reward-based

Deterrence-based

Knowledge-based

Identification-based

Question # 146

Which of the following is the most productive stage in group development?  
Select correct option:

Producing

Increasing

Maturity

Performing

Question # 147

People with which type of personality trait commonly make poor decisions because they make them too fast?  
Select correct option:

Type As

Type Bs  
Self-monitors  
Extroverts

Question # 148

Which of the following is 'NOT' one of the most common reasons people join groups?  
Select correct option:

Security  
Status  
Equity  
Power

Question # 149

The time at which an object or event is seen is an example of what type of factor influencing the perceptual process?  
Select correct option:

Perceiver  
Target  
Reality  
Situation

Question # 150

Research suggests that which of the following increases with increase in tenure?  
Select correct option:

Absenteeism  
Job Productivity  
Turnover  
Dissatisfaction

Question # 151

Ali migrated from Pakistan to a foreign country. He is disorientated by the country's customs and has difficulty in adapting it. He also feels homesickness. What is Ali experiencing?  
Select correct option:

Culture shock  
Foreign culture  
Alien culture  
Adventure

Question # 152

Shortcuts in judging others include all of the following except:

Select correct option:

Stereotyping

Halo effect

Projection

Self-serving bias

Question # 153

How many determinants of human behavior in an organization are studied in Organizational Behavior(OB)?

Select correct option:

1

2

3

4

Question # 154

Today's managers understand that the success of any effort at improving quality and productivity must include \_\_\_\_.

Select correct option:

Quality management programs

Customer service improvements

Employee's participation

Manufacturing simplification

Question # 155

According to Mintzberg, when a manager searches the organization and its environment for opportunities and initiates projects to bring about change, the manager is acting in which role?

Select correct option:

Negotiator

Entrepreneur

Monitor

Resource allocator

Question # 156

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?

Select correct option:

Reinforcement

Positive Reinforcement

**Punishment**

Negative Reinforcement

Question # 157

Values like working hard, being creative and honest are the means which lead towards achieving organizational goals. Which of the following term best describes these values?

Select correct option:

Terminal values

**Instrumental values**

Theoretical values

Social values

Question # 158

Difficulty in expressing emotions by an individual and understanding other's emotions is termed as:

Select correct option:

Anemia

Thalassemia

**Alexithymia**

Myopia

Question # 159

What does consensus refer to in attribution theory?

Select correct option:

There is general agreement about a perception

Different people perceive a situation similarly

**Different people respond the same way in the same situation**

All people behave precisely the same way in certain situations

Question # 160

Job satisfaction is best described as \_\_\_\_\_.

Select correct option:

A result

A value

An attitude

A discipline

