MCQS On Organizational Behavior by Balasore College Of Engineering & Technology

(Options with bold letters are answers)

1.Organisational behavior is_____

a) A science

b) An art

c) A science as well as an art

d) None of the above

2. **Communication begins with _____**

a. encoding

b. idea origination

c. decoding

d. channel selection

3. **A study of the culture and practises in different societies is called _____**

a) Personality

b) Anthropology

c) Perception

d) Attitudes

4.Forces affecting organisational behaviour are _____

a) People

b) Environment

c) Technology

d) All of the above

5.Scope of Organizational Behaviour does not include _____

a. Leadership

b. Perception

c. Job Design

d. Technology

6.In present context, challenges for Organizational Behaviour are _____

a) Employee expectation

b) Workforce diversity

c) Globalization

d) All of the above

7.Meso organisation behaviour is related with

a) Individual behaviour

b) Group behaviour

c) Organisational behaviour

d) None of these

8.Organizational behaviour focuses at 3 Levels-

a. Individuals, Organisation, Society

b. Society, Organisation, Nation

c. Employee, Employer, Management

d. Individual, Groups, Organisation.

9._____ is recognised as father of "Human relations"

a) William Gilbreth

b) Hendry Fayol

c) F.W.Taylor

d) Elton Mayo

10.Some of OB's challenges and opportunities include all of the following except

a) reinforcing the importance of traditional methods of management

b) offering specific insights to improve interpersonal and people skills

c) helping us learnt to cope in a continues changing world

d) facilitating the improvement of quality and employee productivity

11.Edward Tolman is related to _____

a) Behaviourist Framework

b) Cognitive approach

c) Social Cognitive Framework

d) None of these

12.Hawthorne Studies is related to which stage of the organisational behaviour evolution?

a) Industrial revolution

b) Scientific management

c) Organisational behaviour

d) Human relations movement

13.Which of the following represents the correct sequencing of historical developments of Organisational Behaviour?

a) Industrial revolution —> Scientific management –> Human relations movement –> OB

b) Industrial revolution —> Human relations movement —> Scientific management –> OB

c) Scientific management —> Human relations movement –> Industrial revolution –> OB

d) None of these.

14.The field of organizational behaviour examines such questions as the nature of leadership, effective team development, and_____

a) Organisational control; conflict management

b) Interpersonal conflict resolution; motivation of individuals

c) Motivation of individuals; planning

d) Planning; development

15.Organisational Behaviour is a field of study backed by a body associated with growing concern for people at the workplace

a) Theory

b) Research

c) Application

d) All of the above

16.Which of the following is not correct for the organisational behaviour?

a) Organisational behaviour is an integral part of management

b) Organisational behaviour is a disciplinary approach

c) Organisational behaviour helps in analysis of behaviour

d) Organisational behaviour is goal-oriented

17. **Contribution/s of human relations movement is/are**

a) Great Depression

b) Labour Movement

c) Hawthorne Studies

d) All of these

18. **Nowadays a lot of stress is being put on the _____ of the employee in the organisation**

a. Character

b. improvement

c. Behaviour

d. Rewards

19. **The term 'psychology' is derived from the word 'psyche', which means 'soul' or 'spirit'_____**

a) Latin

b) French

c) Greek

d) None of these

20. **The field of organisational behaviour is primarily concerned with _____**

a) The behaviour of individual and groups.

b) How resources are effectively managed.

c) Control processes and interactions between organisations, external context.

d) Both a and c.

21. **The_____ is based on the environment. Though_____ like thinking, expectations and perception do exist, and they are not needed to manage or predict behaviour.**

a) Behaviouristic approach, Cognitive processes,

b) cognitive processes, behaviouristic approach

c) Social cognitive, behaviouristic approach

d) Cognitive processes, social cognitive

22.Organisational Behaviour is the study of _____ in the organisation

A. Human

B. Employer

C. Human Behaviour

D. Employees

23.The Hawthorne experiment was conducted by_____

a) William Gilbreth

b) Hendry Fayol

c) F.W.Taylor

d) Elton Mayo

24.OB Helps to understand behaviour of human in _____.

a) work place and Society

b) work place only

c) Society only

d) Department only

25.OB does Not contributed to improve

a) Motivation

b) Efficiency

c) interpersonal relations

d) Communication

26.Due to emphasis on productivity & efficiency, employee are not allowed to work with harmony with one another is a limitation of_____

a) Organizational Cultural

b) Organizational Structure

c) Organizational Behaviour

d) Organisational Value

27.Common uniform, canteen, office does not mean common treatment is a limitation of

a) Organizational Cultural

b) Organizational Structure

c) Organizational Behaviour

d) Organisational Value

28.Which of the following is not a contributing discipline of OB

a) Anthropology

b) Psychology

c) physiology

d) sociology

29._____ is a Study of individual Behaviour

a) Anthropology

b) Psychology

c) political science

d) sociology

30._____ is a Study of Group Behaviour

a) Anthropology

b) Psychology

c) physiology

d) sociology

31._____ is a Study of man, his work and Culture

a) Anthropology

b) Psychology

c) Social psychology

d) sociology

32._____ focuses on the influence of people on one another

a) Anthropology

b) Psychology

c) Social psychology

d) sociology

33. _____ framework is based o the concept of Expectancy, demand and Intention of the human being.

a) Behaviouristic

b) Expectancy

c) Cognitive

d) Social learning

34. **The study of organizational behaviour has certain basic assumptions. They are _____**

a) An industrial enterprise is an organisation of people.

b) These people must be motivated to work effectively.

c) The goals of the employee and the employer may not necessarily coincide.

d) All of the above.

35. **"Leadership motivates the people to work and not the power of money", this concept is related to _____**

a) Autocratic model

b) Custodial model

c) Supportive Model

d) Collegial Model

36.Which of the following forms the basis for the autocratic model of OB?

a) Obedience

b) Authority

c) Power

d) Dependence on boss

37. **Which of the following frameworks is used in the development of the overall model of OB?**

a) The cognitive framework

b) The behaviouristic framework

c) The social learning framework

d) All of the above

38. **Which of the following frameworks is based on the expectancy, demand and incentive concepts**?

a) The cognitive framework

b) The behaviouristic framework

c) The social learning framework

d) The supportive framework

39. **"Might is right" is the motto of _____**

a) Autocratic Model

b) Custodial Model

c) Supportive Mode

d) Collegial Model

40. **According to Edward Tolman, _____ consists of the expectancy that a particular event will lead to a particular consequence.**

a) eventual

b) Behaviour

c) Learning

d) Attitude

41. **The 3 Theoretical Framework of OB are**

a) Cognitive, Social and Technical

b) Cognitive, Behaviouristic, Social

c) leadership, attribution, motivation

d) attribution, Perception and motivation

42.**_____ explains internal processes of choice among different behaviours**

a) Equity Theory

b) Expectancy theory

c) Goal attain theory

d) Goal setting Theory

43. **_____ explains how and why people react when they feel unfairly treated**

a) Equity Theory

b) Expectancy theory

c) Goal attain theory

d) Goal setting Theory

44. _____ focuses on how to set goals for people to reach

a) Equity Theory

b) Expectancy theory

c) Goal attain theory

d) Goal setting Theory

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

a) Process

b) Behaviour

c) Event

d) way

46. _____ insist that it is advisable and fruitful to the study the behaviour of the human being which is visible than studying the mind which is elusive in nature.

a) Ivan Pavlov and Jon B. Watson

b) Ivan Pavlov

c) Jon B. Watson Ivan Pavlov and A.Maslow

d) None of the above

47. _____ is the behaviour for a stimulus.

a) Stimulus

b) response

c) Perception

d) Attitude

48. Behavioural framework based on _____ behaviour and ___environmental variables.

a) Observable —- Non Observable

b) Observable —- Observable

c) Non Observable —- Observable

d) Non observable —- Non Observable

49. **Human can project _____ behaviour for _____ stimulus and he exhibit a response depending on environmental consequences.**

a) different—– different

b) same——same

c) same———different

d) different—— same

50. **As per _____ Behaviour is not the outcome of stimulus alone, but it is an outcome which also depends on contingent environmental consequences of a behaviour**

a) Behaviouristic Framework

b) Cognitive Framework

c) Sinner Framework

d) Behaviour Theory

51._____ means the mental action or process of acquiring knowledge and understanding through thought, experience, and the senses.
a) Learning

b) development

c) Cognition

d) Training

52.The social cognitive theory states that the person and the external situations are _____ with each other along with the behaviour itself to determine the behaviour.

a) related

b) linked

c) interdependence

d) combined

53._____ states that along with cognitive and external situation the experiences faced through relevant past events determines what a person becomes and this will create an impact in subsequent behaviour.

a) Behaviouristic Framework

b) Cognitive Framework

c) Social Cognitive Framework

d) Social Framework

54._____ developed social learning theory into the more comprehensive social cognitive theory (SCT).

a) Bandura

b) Luthans

c) Sinner

d) I Pavlo

55._____have translated this SCT into the theoretical framework for organizational behavior.

a) Stajkovic and Luthans

b) Stajkovic and Sinner

c) Sinner and Luthans

d) Stajkovic and Pavlo

56.Bandura identified _____ basic human capabilities as a part of SCT.

a) 4

b) 3

c) 5

d) 6

57.People process visual experiences into cognitive models. They help in future action is

a) Symbolizing

b) Forethought

c) Observational

d) Self Answer: Regulatory

58.Employees plan their actions is called as

a) Symbolizing

b) Forethought

c) Observational

d) Self-regulatory

59.Employees learn by observing the performance of the referent group (peers, supervisors and high performers) and the consequences of their actions is referred as.

a) Symbolizing:

b) Forethought

c) Observational

d) Self-regulatory

60.Employees self regulate their actions by setting internal standards

a) Self-reflective

b) Forethought

c) Observational

d) Self-regulatory

61.Employees reflect back on their actions (how did I do?) and perceptually determine how they believe then can successfully accomplish the task in the future given the context

a) self- reflective

b) Forethought

c) Observational

d) Self-regulatory

62.Expectancy theory is a theory comes under _____ theory.

a) Process

b) Content

c) Attribution

d) perception

63._____ contains the theories which gives an Idea about what employees wants or needs.

a) Expectancy theory

b) Maslow theory

c) Process Theory

d) Content Theory

64.Which of the following is not an example of Content Theory?

a) Maslow Theory

b) Herzberg's Theory

c) Expectancy theory

d) Alderfer's ERG theory

65._____ theory emphasis that, Unsatisfied need can influence the behaviour satisfied one will not act as a motivator.

a) Maslow Theory

b) Herzberg's Theory

c) Expectancy theory

d) Alderfer's ERG theory

66.Which of the following is not a part of the hygiene factor of two-factor theory

a) Company policy

b) Administration

c) responsibilities

d) Interpersonal Relations

67. **The purpose of job enrichment is to _____**

a. expand the number of tasks an individual can do

b. increase job efficiency

c. increase job effectiveness

d. increase job satisfaction of middle management

68. _____ **is the process of stimulating people to actions to accomplish the goals.**

a) Bonus

b) Motivation

c) Performance-based Incentive

d) Promotion

_____ **is the force of action or motivation.**

a) Behaviour

b) Stimulus

c) Perception

d) Attitude

69.Motivation includes _____

a) job enrichment

b) Job rotation

c) Job enlargement

d) all of the above

70.High rate of _____ increase cost and tend to place less experienced employee in job

a. Training

b. Absenteeism

c. Employee Turnover

d. Strikes

71.Which of the following is a strategy of job design that increases job depth by meeting employees needs for psychological growth?

a. Job rotation

b. Job enrichment

c. Job enlargement

d. Job engagemnt

72.According to Herzberg, which of the following is a maintenance factor?

a. Salary

b. Work itself

c. Responsibility

d. Recognition

73._____ a young Welsh factory owner was one of the first to emphasise the human needs of employees: He refused to employ young children

a) Andrew Ure

b) J.N. Tata

c) Robert Owen

d) None of these

74.The job satisfaction of an employee depends on the

a) behaviour

b) attitude

c) personality

d) employer

75.Job Satisfaction have _____ related to Absenteeism and Turnover

a. Positively

b. Negatively

c. directly

d. Elastically

76._____ advocated that humans are essentially motivated by levels of needs

a. A. Maslow

B.Follet

c. Elton mayo

d. Ivon Pavlov

77.In order from lowest to highest, what are Maslow's five classes of needs?

a. Social-esteem-physiological-safety-self-actualization

b. Physiological-safety-social-self-actualization-esteem

c. Physiological-safety-social-esteem-self-actualization

d. Self-actualization-esteem-safety-social-physiological

78.Maslow says that Human beings are full of needs & wants. And these needs will lead to their_____

a) Job

b) Behavior

c) Attitude

d) Motivation

79.The person will try for the complex level need when his _____ is satisfied.

a) Basic need

b) family

c) Income

d) Job

80.In _____the needs are arranged in an order as per their importance (basic to complex)

a) Maslow need Theory

b) Herzberg theory

c) Satisfaction theory

d) Mayo theory

81.The individuality, humanness and mental health of the person will improve _____ the level of need he satisfied.

a) less than

b) Greater than

c) at Per with

d) None of the above

82.Salary, and basic working condition will come under _____ Needs

a) Safety

b) Physiological need

c) social need

d) organizational

83._____ need improves the confidence level of an employee when satisfied.

a) Social

b) Safety

c) Basic

d) Esteem

84.Responsibility, Advancement etc are an example of

a) Motivators

b) hygiene factors

c) improvement factors

d) advance factors

85.The higher-order needs specified by Maslow is considered as_____ as per Herzberg.

a) Motivators

b) hygiene factors

c) improvement factors

d) advanced factors

86._____ and fringe benefits are no longer employees first priority

a) Wages

b) bonus

c) rewards

d) promotions

87.A satisfied employee will be a_____

a) motivator to others

b) manager

c) High performer

d) Team Leader

88. **The success of each organization is depending upon the performance of**

a) employer

b) management

c) vendor

d) employee

89. _____ **is not a capability of an employee having Positive attitude**

a) Focus

b) creativity

c) Pessimism

d) Confidence

90. **Which one is not a benefit to employee which results through positive attitude of an employee**

a) Promotion

b) Less stress

c) Job security

d) enjoying life

91. **Belief, opinion, knowledge, emotions feelings intention are the components of**

a) OB

b) Job satisfaction

c) Attitude

d) Personality

92. **Components of Attitude can majorly be segregated in to _____ types**

a) 7

b) 4

c) 3

d) 6

93. **The attitude based on Beliefs, opinion, Knowledge, or information about the particular event which the employee possesses is under _____ component of Attitude.**

a) Behavioral

b) Cognitive

c) Affective

d) Positive

94. **The attitude based on the concept that "every individual will have an Intention to react in a certain way toward something is " under _____ component of Attitude.**

a) Behavioral

b) Cognitive

c) Affective

d) Positive

95. **The attitude based on Feelings, sentiments and emotions of any person is under _____ component of Attitude.**

a) Behavioral

b) Cognitive

c) Affective

d) Positive

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

a) Behavioural

b) Cognitive

c) Affective

d) Positive

97. **The statement "My friends are good" is an example of _____ component of attitude**

a) Behavioral

b) Cognitive

c) Affective

d) Positive

98. The statement "I don't feel comfortable in crowd" is an example of _____ component of attitude.

a) Behavioral

b) Cognitive

c) Affective

d) Positive

99. The statement "I am going to apologies for my mistake" is an example of _____ component of attitude.

a) Behavioral

b) Cognitive

c) Affective

d) Positive

100. _____ component of attitude is a result of family condition, childhood experiences

a) Behavioral

b) Cognitive

c) Affective

d) Positive