

GC-102 – ORGANIZATIONAL BEHAVIOUR

Compulsory Generic Core Course

Generic Core (GC) Course

Credits-3

Semester-I

MCQ's

Sr.No	Question	Answer
1	Sometimes due to a difficult situation _____ of an individual can change but will take a long time.	
	Objective	
	Attitude	
	Motivation	
	Personality	D
2	----- is largely childish, irrational, never satisfied, demanding and destructive of others	
	a. Ego	
	b. Super ego	
	c. Negative ego	
	d. Child	D
3	_____ represent noblest thoughts, ideals etc.	
	a. Ego	
	b. Super ego	
	c. Negative ego	
	d. Child ego	B
4	----- is reality and practical oriented part of thinking	
	a. Ego	
	b. Super ego	
	c. Negative ego	
	d. Child Ego	A

5	“The combination of characteristics or qualities that form an individual’s distinctive character” is the definition of	
	Behaviour	
	Motivation	
	Personality	
	Attitude	C
6	It is “the reactions of individuals to new or threatening factors in their work Environments”	
	a. Attitude	
	b. Stress	
	c. Disappointment	
	d. Dissosance	B
7	Every individual is_____by their personality.	
	a. Intellectual	
	b. Specific	
	c. Unique	
	d. systematic	C
8	A study of human behaviour in organizational settings is	
	a. Individual behaviour	
	b. Group behaviour	
	c. Organizational behaviour	
	d. None of these	C
9	Scientific Management approach is developed by	
	a. Elton Mayo	
	b. Henry Fayol	
	c. F.W. Taylor	
	d. A. Maslow	C
10	Which dimension of Big 5 personality traits represents general concern for social harmony.	

	Openness to experience	
	Agreeableness	
	Conscientiousness	
	Extroversion	B
11	Which of the following is/are not job related source of stress	
	a. Role ambiguity	
	b. Role overload	
	c. Ethical dilemmas	
	d. Career concerns	D
12	Which of the following is/are not organizational factors causing stress	
	a. Task demand	
	b. Role demand	
	c. Role conflict	
	d. Satisfaction	C
	C	
13	Which is not one of the senses which influences our Perception?	
	Taste	
	Attention	
	Smell	
	Hear	B
14	Mr.Rakesh is late for work each day by about ten minutes. How would attribution theory describe this behaviour?	
	It shows reliability	
	It shows consistency	
	It shows similarity	
	It shows consensus	B
15	_____refers to the negotiation or an agreement between two groups	
	a. Contracting	
	b. Co-opting	
	c. Pressure tactics	

	d. None of these	A
16	A technique to bring changes in the entire organization, rather than focusing attention on individuals to bring changes easily.	
	a. Organizational development	
	b. Organizational change	
	c. Organizational culture	
	d. Organizational conflicts	A
	A	
17	Which of the following is/are OD intervention techniques	
	a. Sensitivity training	
	b. MBO	
	c. Quality of work life	
	d. All the above	D
	D	
18	Which of the following is NOT an important issue relating to goal-setting theory?	
	a. Goal specificity	
	b. Equity among workers	
	c. Feedback	
	d. Defining the goal	B
19	Sam has a low absenteeism rate. He takes responsibility for his health and has good health habits. He is likely to have a(an):	
	a. Internal locus of control	
	b. External locus of control	
	c. Core locus of control	
	d. High emotional stability level	A
	A	
20	Rakesh believes that men perform better in oral presentations than women. What shortcut has been used in this case?	
	a. The halo effect	
	b. The contrast effect	
	c. Projection	
	d. Stereotyping	
	D	D

21	Mr. Mankar, Manager ABC Company found that skills of workers and machinery used by them as compared to the competitors in the market are obsolete within a year, which type of challenge ABC Company is facing?	
	a. High Quality and Low Quality	
	b. Globalization and Culture	
	c. Rapid Pace of Change	
	d. Multiple Stakeholders	C
22	According to Robert Katz, when managers have the mental ability to analyze and diagnose complex situations, they possess _____ skills.	
	a. Technical	
	b. Leadership	
	c. Problem-solving	
	d. Conceptual	D
	D	
23	Praveen is dissatisfied with his job but believes that his supervisor is a good man who will do the right thing. Praveen has decided that if he just waits, conditions will improve. Praveen's approach to this problem is termed as:	
	a. Exit	
	b. Voice	
	c. Loyalty	
	d. Neglect	
	c	C
24	Which of the following is not a trait dimension in Big 5 personality trait?	
	a. Extroversion	
	b. Agreeableness	
	c. Ego	
	d. Culture	C
	c	
25	Which dimension of Big 5 personality traits represents artistically sensitive, refined etc	
	a. Culture	

	b. Emotional stability	
	c. Conscientiousness	
	d. Extroversion	A
	a	
26	The cognitive process through which an individual selects, organizes but misinterprets environmental stimuli is known as _____	
	a. Perception	
	b. Projection	
	c. Selective Perception	
	d. Mis-Perception	D
	d	
27	The more consistent behaviour, the more the observer is inclined to ____.	
	a. Attribute it to interpretation	
	b. Attribute it to internal causes	
	c. Attribute it to consensus	
	d. Attribute it to external causes	B
28	Outgoing, talkative, social are part of _____ Personality Trait as per big 5 personality trait	
	Friendly	
	Openness to experience	
	Introversion	
	Extroversion	D
29	This is the emotional attachment people have toward the company they work for	
	Job satisfaction	
	Personality	
	Perception	
	Organizational commitment	D
30	Today's organization are	
	a. Open system	
	b. Closed system	
	c. Open as well as closed	
	d. None of these	A

31	In Autocratic Model, which of the following employee needs are met?	
	Survival	
	Security	
	Status & recognition	
	Self-actualization	A
32	Organization Behaviour does Not include	
	a. An interdisciplinary approach	
	b. A humanistic approach	
	c. Total system approach	
	d. Accounting approach	D
33	Transactional analysis is developed by	
	Maslow	
	Herzberg	
	Eric Berne	
	McClelland	C
34	. “Cognitive theory” of learning was given by	
	a. Skinner	
	b. Pavlov	
	c. Tolman	
	d. Piaget	C
35	People with which type of personality trait commonly make poor decisions because they make them too fast?	
	Type As	
	Type Bs	
	Self-monitors	
	Extroverts	A
36	Which dimension of Big 5 personality traits represents general concern for social harmony?	
	Openness to experience	
	Agreeableness	
	Conscientiousness	

	Extroversion	B
37	Mr. Sam rated Mr. Rajiv high in his job evaluation because both belong to same area and graduated from the same University. It is an example of:	
	a. Central Tendency	
	b. Halo effect	
	c. Similar-to-me effect	
	d. Misperception	C
	c	
38	All the following are dimensions of Intellectual ability EXCEPT:	
	a. Inductive reasoning	
	b. Dynamic strength	
	c. Deductive reasoning	
	d. Number aptitude	A
	a	
39	If a person responds the same way over time, attribution theory states that the behaviour shows.	
	a. Distinctiveness	
	b. Consensus	
	c. Consistency	
	d. continuity	D
	c	
40	Mr. Amar is late for work each day by about ten minutes. How would attribution theory describe this behaviour?	
	a. It shows consensus.	
	b. It shows similarity.	
	c. It shows reliability.	
	d. It shows consistency	D
	d	
41	Which of the following is a reason that the study of organizational behaviour is useful?	
	a. Human behavior does not vary a great deal between individuals and situations.	
	b. Human behavior is not random.	
	c. Human behavior is not consistent.	
	d. Human behavior is rarely predictable.	B

42	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?	
	a. the perceivers	
	b. the target	
	c. the timing	
	d. the context	A
	a	
43	What is the most relevant application of perception concepts to OB?	
	a. the perceptions people form about each other	
	b. the perceptions people form about their employer	
	c. the perceptions people form about their culture	
	d. the perceptions people form about society	A
	a	
44	What is the name of the theory that deals with how we explain behaviour differently depending on the meaning we assign to the actor?	
	a. behavioural theory	
	b. judgment theory	
	c. selective perception theory	
	d. attribution theory	D
	d	
45	In attribution theory, what is distinctiveness?	
	a. whether an individual displays consistent behaviour in different situations	
	b. whether an individual displays different behaviour in different situations	
	c. whether an individual displays consistent behaviour in similar situations	
	d. whether an individual displays different behaviour in similar situations	B
	b	
46	_____ is once view of reality	
	a. Attitude	
	b. Perception	
	c. Outlook	

	d. Personality	B
	b	
47is the dynamic organization within the individual that determine his unique adjustment to the environment	
	a. Perception	
	b. Attitude	
	c. Behaviour	
	d. personality	D
	d	
48	Groups created by managerial decision in order to accomplish stated goals of the organization are called	
	formal groups	
	informal groups	
	task groups	
	interest groups	A
	c	
49	Most of the learning that takes place in the Class room is	
	a. Classical conditioning	
	b. Operant conditioning	
	c. Cognitive learning	
	d. Social learning	C
	c	
50are those factors that exists in the environment as perceived by the individual	
	a. Physiological drive	
	b. Psychological drive	
	c. Cue stimuli	
	d. Reinforcement	C
	c	
51	" Person-Job fit" means	
	a. Persons physical fitness match with the job	
	b. Persons skills match with the job	
	c. Persons contributions match with the incentives offered by the organization	
	d. Persons education match with the job	C
	c	

52is a person's belief about his chances of successfully accomplishing a specific task	
	a. Self esteem	
	b. Job satisfaction	
	c. Self-efficacy	
	d. Self-appraisal	C
	c	
53	Smaller groups are quicker at_____than larger groups	
	jobs	
	decision making	
	conflicts	
	motivation	B
	b	
54	As per Stimulus-Response Model, input for behaviour process is	
	a. Drive	
	b. Organism	
	c. Stimuli	
	d. Response	C
	c	
55	Good natured, cooperative and trusting are the features of	
	a. introversion	
	b. agreeableness	
	c. extroversion	C
	d. conscientiousness	
	b	
56	Responsible, dependable, persistent and achievement oriented are features of	
	a. introversion	
	b. agreeableness	
	c. extroversion	C
	d. conscientiousness	
	d	
57	Imaginative, artistically sensitive etc. are features of	
	a. Openness	
	b. agreeableness	

	c. extroversion	A
	d. conscientiousness	
	a	
58	Some people strongly believe that each person have control of his own life. This is	
	a. extroversion	
	b. conscientiousness	
	c. internal locus of control	
	d. external locus of control	C
59	Some people think that what happens to them is a result of fate, chance, luck etc. this is	
	a. extroversion	
	b. conscientiousness	
	c. internal locus of control	
	d. external locus of control	D
	d	
60is the tendency of individual, which directs them to be inward and process ideas and thought within themselves	
	a. extroversion	
	b. Introversion	
	c. internal locus of control	
	d. external locus of control	B
	b	
61persons are likely to be most successful in the field of advertisement, sales department, public relation etc	
	a. extroversion	
	b. conscientiousness	
	c. internal locus of control	
	d. external locus of control	A
	a	
62persons are likely to be most successful in the field of research and work based on abstract idea.	
	a. extroversion	
	b. introversion	
	c. internal locus of control	
	d. external locus of control	B

	b	
63	_____ is the study of what people think, feel, and do in and around organizations.	
	OB	
	Marketing	
	Sociology	
	Psychology	A
	a	
64	Which of the following statements about the field of organizational behavior is FALSE?	
	OB is the study of what people think, feel and do in and around organizations.	
	OB emerged as a distinct field of inquiry in the 1940s.	
	OB is a self-contained discipline, independent of other disciplines.	
	OB theories are usually tested using the scientific method.	C
	c	
65	_____ are more compliant and willing to follow directions	
	Externals	
	Boomers	
	Veterans	A
	Internals	
66	Which of the following terms is NOT included in the definition of organizational culture?	
	(A) Sensible procedures	
	(B) Ways of interacting	
	(C) Guides the behavior and thinking of organizational members	
	(D) Beliefs and values	B
	a	
67	Learning organizations are adaptive to their _____ environment.	
	(A) Internal	
	(B) External	
	(C) Work	
	(D) None of these	B
	b	

68	What does a mission statement specify that the organization will achieve?	
	(A) Goals	
	(B) Profit	
	(C) Goals and profit both	
	(D) None of these	A
	a	
69	Handling of crises by managers and employees reveals an organizational _____.	
	(A) Culture	
	(B) Society	
	(C) Environment	
	(D) Structure	A
70	To change organizational culture successfully we need to :	
	(A) Find the most effective sub-culture and use it as an example	
	(B) Practice what we preach	
	(C) A and B both	
	(D) None of these	C
	c	
71	Habit is a source of	
	Individual Resistance	
	Group Resistance	
	Organizational Resistance	
	Departmental Resistance	A
72	Stress management is about learning	
	1. How to avoid the pressures of life	
	2. How to develop skills that would enhance our body's adjustment when we are subjected to the pressures of life	
	3. Both '1' & '2' are true	
	4. None of the above	B
		2
73	Which of the following statements is true about stress management	
	1. Stress management is learning about the connection between mind and body	
	2. Stress management helps us control our health in a positive sense	

	3. Stress management teaches us to avoid all kinds of stress	
	4. Only '1' & '2' are right	D
74	Which of the following statements is true	
	Habitual behaviour patterns like over scheduling, procrastination, etc. Can cause negative stress	
	Thoughts like fear, worrying about future etc. can cause negative stress	
	Both '1' & '2' are true	
	There is no stress at all	C
75	Which of the following statements is true	
	1. In small quantities, stress is good	
	2. Too much stress is harmful	
	3. All stress is bad	
	4. Only '1' & '2' are right	D
76	Stress management is about learning	
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	4. None of the above	B
77	What is the initial source of an organization's culture?	
	The environment in which the organization operates	
	The country in which the organization operates.	
	The founder of the organization	
	The top manager of the organization.	C
78	Limited focus of change is a source of	
	Individual Resistance	
	Group Resistance	
	Organizational Resistance	
	Departmental Resistance	C
79	What do we call the practice of reinforcing closer and closer approximations of a desired	
	behaviour?	

	a. Modelling	
	b. Shaping	
	c. classical conditioning	
	d. social learning	B
	b	
80	Suspending an employee for dishonest behaviour is an example of which method of shaping behaviour?	
	a. Extinction	
	b. negative reinforcement	
	c. punishment	
	d. reaction	C
	c	
81	A learned pre-disposition to respond in a consistently favourable or unfavourable manner with respect to a given object	
	Perception	
	behaviour	
	attitude	
	personality	A
82	Who said "Give me a child at birth and I can make him into anything you want"?	
	a. B.F. Skinner	
	b. Ivan Pavlov	
	c. Sigmund Freud	
	d. James Emery	A
	a	
83	Shyam is always late coming to work and the manager cut his increment. This is an example of.	
	a. positive reinforcement	
	b. negative reinforcement	
	c. Punishment	
	d. extinction	C
	c	
84	What is the process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment?	
	a. Interpretation	

	b. environmental analysis	
	c. Outlook	
	d. perception	D
	d	
85	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?	
	a. the perceivers	
	b. the target	
	c. the timing	
	d. the context	
	a	A
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		A
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	(B) Practice what we preach	
	(C) A and B both	
	(D) None of these	C
93	In circumstances of incremental change, strategic change is likely to be more	
	successful if:	
	A. It is imposed	
	B. It is owned by the senior manager	
	C. It is internalized and owned by those who will implement it	
	D. It is facilitated by management consultants	C
94	Logical instrumentalism' can be described as:	
	A. Careful design and planning	
	B. Emergent	
	C. Cautious resource allocation	
	D. Top management rational analysis	B

95	Organizations that are good at developing relevant capabilities to respond to a	
	Changing context are known as:	
	A. Knowing organizations	
	B. Stretch organizations	
	C. Learning organizations	
	D. Only at home	C
96	Which of the following contexts would most suit a transformational leader?	
	A. An organization that is in trouble	
	B. An organization that is performing well	
	C. An organization in a stable environment	
	D. An organization in a mature industry	A
97	Theorists have identified two main styles of leadership. These are	
	Transformational leadership and:	
	A. Transgression leadership	
	B. Transactional leadership	
	C. Transparent leadership	
	D. Transcendental leadership	B
98	Which of the following theories operate on a multiple entity?	
	A. Life cycle and teleological theories	
	B. Teleological and dialectical theories	
	C. Dialectical and evolutionary theories	
	D. Evolutionary and life cycle theories	C
99	Which of the following strategies refers to slow, gradual or incremental type of change in terms of strategic management?	
	A. Internal development	
	B. External development	
	C. Revolutionary development	
	D. Radical development	A
100	Joint venture is an example of which of the following?	
	A. Internal development	
	B. External development	
	C. Revolutionary development	
	D. Radical development	B







