

Question:- All the unique traits and patterns of adjustment of the individual is known as

Answer:- Personality

Question:- Term LOC in the study of personality stand for

Answer:- Locus of control

Question:- Attitude always remains inside a person

Answer:- TRUE

Question:- Every manager is intimately concerned with the issue if the attitude can be changed.

Answer:- TRUE

Question:- An individual's own social and personality features does not cause a divergence

Answer:- FALSE

Question:- Human behaviour is based on instincts

Answer:- William James

Question:- Vroom theory has taken into consideration the individual differences based on individual perceptions

Answer:- TRUE

Question:- A self actualization person is task oriented and is not taken in by the personal criticism or praise

Answer:- TRUE

Question:- Conflict the result of

Answer:- In compatible goals

Question:- Organization help people

Answer:- achieve their own personal objectives At the same time people

Question:- help organizations

Answer:- Performance results are minimum In autocratic model of organization

Question:- Managers do not bother

Answer:- to motivate, guide, develop employees organization

Question:- In custodial

Answer:- model of organization

Question:- HR manager

Answer:- comes late frequently He is reluctant to talk on time management

Question:- Employees who are regular and punctual

Answer:- To be rewarded by organization in order to

Question:- Rewards for behaviour in support of change help in overcoming resistance for change.

Answer:- TRUE

Question:- There are three broad categories of stresses

Answer:- Organization stressor

Question:- Role ambiguity ,role conflict , role overload etc. are some organizational

Answer:- TRUE

Question:- Hawthorne studies points out the need for

Answer:- recognition

Question:- The _____ of stimuli implies that the more intense the _____ audio or visual, the more

Answer:- intensity /stimulus

Question:- Although understanding differences in _____ is important, behaviour always involves

Answer:- personality/interaction

Question:- _____ attitude is also a _____ of the trust in the communicator by the employee

Answer:- changing /function

Question:- Human _____ is _____

Answer:- behaviour /rational

Question:- The study of OB investigate the _____ that individuals, _____ and structure have on

Answer:- impact/groups

Question:- Morale essentially is _____ to _____ satisfaction

Answer:- related /job

Question:- Organizational culture is a pattern of _____ and _____ shared by the members of organization

Answer:- beliefs/expectation

Question:- Procedural conflict occurs when individuals follow sance process to achieve an objective.

Answer:- FALSE

Question:- An organization that values formality, _____, standard operating procedures and _____

Answer:- rules/hierarchical

Question:- _____ is a natural _____ among people

Answer:- Conflict/disagreement

Question:- Avoiding refers to _____ and uncooperative behaviours. It is a _____ approach

Answer:- unassertive/lose-lose

Question:- Friendship groups are

Answer:- Evolved informally

Question:- Team is a small number of

Answer:- Employer with complementary competencies

Question:- Self – managed teams

Answer:- Perform a variety of managerial tasks

Question:- Norming stage of team building is

Answer:- norms are established

Question:- Effective communication is the foundation

Answer:- of modern organization

Question:- In the _____ stage harmony develops and norms are _____

Answer:- norming/established

Question:- face to face

Answer:- interact condition highest media richness

Question:- vertical communication

Answer:- between hierarchical positions

Question:- fear of reprisal

Answer:- people are afraid to speak their mind

Question:- filters employees

Answer:- ideas get transmitted upward

Question:- lateral communication

Answer:- communication among people

Question:- An idea, no matter how great, is useless until it is transmitted and understood by others

Answer:- TRUE

Question:- effective communication cannot be seen as the foundation of modern organisation's.

Answer:- FALSE

Question:- Perception is used in

Answer:- Selection of candidate for employment , Performance Appraisal

Question:- Situation where individual differences are unimportant are

Answer:- Earthquake , Drought , Flood

Question:- Attitudes are influenced by

Answer:- Religion , Family , Educational background

Question:- Physiological needs are

Answer:- Basic Needs , Physical needs , Bodily needs

Question:- Atmospheric conditions that affect working environment are

Answer:- Temperature , Humidity , Air circulation

Question:- Group is

Answer:- Two or more people , Interacting with each other , Having common objective

Question:- Task oriented roles of team include

Answer:- Seeking information or opinions , Giving information or opinions , Clarifying and elaborating

Question:- Democratic leader

Answer:- Trusts subordinates , Open to all , Formal / informal communication

Question:- The two dimensional approach of Ohio state studies lessened the gap between

Answer:- The two dimensional approach of Ohio state studies lessened the gap between

Question:- Constantly changing external environment forces an organization to address

Answer:- Mission , Long term goals , strategy

Question:- To form healthy working relationship culture organization needs to look in to

Answer:- Organization structure , Performance , reward system

Question:- Upward communication is used

Answer:- to provide feedback to higher-ups , inform them of progress , relay current problems

Question:- Written communication is

Answer:- Non-Direct Communication

Question:- The most effective way of communication

Answer:- written

Question:- It can be used as legal record which may be used in the court of law

Answer:- Written communication

Question:- It is important to study personality because it helps

Answer:- To understand, predict and control behaviour in the organization

Question:- Super ego is the moralistic segment of the human personality

Answer:- TRUE

Question:- There is no relationship between five personality factors and job performance

Answer:- FALSE

Question:- Perception is a Process

Answer:- By which individuals organize and interpret meaning of environment

Question:- Positive situation combined with negative one

Answer:- Approach - Avoidance

Question:- There is no connection between morale, attitude & productivity

Answer:- FALSE

Question:- Boredom can be reduced but at a great loss in efficiency

Answer:- TRUE

Question:- Intra personal conflict

Answer:- Approach – Approach conflict

Question:- Human beings are

Answer:- Susceptible to stress

Question:- These days stress is

Answer:- Ubiquitous

Question:- Problems should be diagnosed accurately for the change process

Answer:- TRUE

Question:- stress is an

Answer:- adaptive response

Question:- Benevolent leader

Answer:- Heavily oriented towards production

Question:- Consultative leader

Answer:- Some involvement of subordinate

Question:- Democratic leader

Answer:- Complete trust and confidence

Question:- Leadership makes difference

Answer:- between Success and failure Success and failure

Question:- Edward K Strong Jr. branched industrial psychology into guidance on

Answer:- Vocational interest

Question:- As the Supervisory level the requirement of technical skills is the highest

Answer:- TRUE

Question:- Negative leaders display authority in the false belief that it frightens every in to production

Answer:- TRUE

Question:- the _____ of stimuli implies that the more intense the _____ audio or visual, the more is the likelihood it will be perceived

Answer:- intensity/stimulus

Question:- _____ factor that influences _____ is the role of the brain of an individual

Answer:- Biological/personality

Question:- _____ affects _____ in organization and other social settings in several important ways

Answer:- Self-esteem/ behaviour

Question:- _____ is of much importance for all the _____ to get their work done

Answer:- motivation/managers

Question:- There can not be a standard _____ for understanding and solving _____ problems

Answer:- solution/behavioral

Question:- To live longer organization need

Answer:- To adapt change

Question:- Strong culture organization follow the

Answer:- Rewarding its employees for better performance

Question:- Attempting to _____ the _____ is to create a more effective organisation

Answer:- change/culture

Question:- Incentives

Answer:- Motivators

Question:- Growth

Answer:- Intrinsic desire

Question:- Alderfer

Answer:- ERG theory

Question:- Douglas Mc Gregor

Answer:- Theory X & Y

Question:- Vroom's Theory

Answer:- $M = (V * E)$

Question:- Collaborating style is the _____ approach to interpersonal conflict handling. Person using this style desires to _____ joint results

Answer:- win-win /minimize

Question:- People fear _____ unemployment, reduced work hour, demotion/reduced change and reduced incentives and _____ change

Answer:- technological/resist

Question:- Group members should have a

Answer:- Common objective

Question:- Groups are _____ part of any organization and have an _____ on organisation behaviour

Answer:- intergal/impact

Question:- The most tried and effective downward communication is to communicate orally and

Answer:- then follow up in writing

Question:- In the norming stage team members set the rules by which the team will operate

Answer:- TRUE

Question:- The message is encoded and is passed by way of some medium (channel) to the receiver, who retranslates (decodes) the message initiated by the sender

Answer:- TRUE

Question:- Hawthorne western electric company

Answer:- Based at Chicago , Manufactured equipment for the bell telephone system 30000 worker

Question:- Basic OB concepts take into consideration

Answer:- Nature of people , Nature of organization

Question:- The cost of tensions and worries created by wrong kind of personalities are enormous in terms of

Answer:- Employee-employer relation. , Supervisor-subordinate relation. , Peers relation

Question:- Ego reduces tension by performing task of

Answer:- Perceiving outside world. , Remembering experience with outside world ,Acting to satisfy the instinctual wishes

Question:- needs are

Answer:- Ubiquitous , Dominate behaviour , Recurrent

Question:- Secondary motives

Answer:- Power , Affiliation , Achievement

Question:- groups

Answer:- Integral part of any organization , Influence individuals , Have a impact on

Question:- Democratic leader

Answer:- Trusts subordinates , Open to all , Formal / informal communication

Question:- Styles of leadership

Answer:- Autocratic , Democratic , Free rein

Question:- anu oraganisation culture takes place when members shares knowledge and develop ways of coping with issues of

Answer:- Internal integration , Setting specific targets to achieve , External adaptation

Question:- When an autocratic leader chooses to give rewards to his employees, then his style becomes _____-autocratic style

Answer:- Benevolent

Question:- In the forming stage the team members set the rules by which the team should operate

Answer:- FALSE

Question:- Commanlities and differences suggest in certain respects, every person is like

Answer:- All other people , Some other people , No other person

Question:- The people who cre _____ te unnecessary stress for themselves pertain to type A category

Answer:- A

Question:- Select the needs which are discussed by the need hierarch theory

Answer:- Physiological needs , Security needs , Self realization needs

Question:- Face-to-face conversation is often regarded as the richest communication media, because

Answer:- Handles multiple cues simultaneously

Question:- COMMUNICATION can be characterized as vertical, horizontal or diagonal

Answer:- TRUE

Question:- Some people tend to be problem oriented

Answer:- When exposed to tension producing situation

Question:- Some people deals with the emotional experience

Answer:- When exposed to tensions and anxieties

Question:- Some people arouse hospitality and aggression in their associates

Answer:- Sympathy and supportive responses

Question:- Some people encourage and others discourage

Answer:- Free and open communication in view of their personality traits

Question:- Some people tolerate severely stressful

Answer:- situation While others swamp in the similar circumstances

Question:- The levels at which studies of Organizational Behaviour have been carried out rotate to

Answer:- Individual , Small group , Inter-group

Question:- Major determinants of personality

Answer:- Biological , Situation

Question:- The philosophy that guides an organization's policies towards its employees and customers is an important part of

Answer:- Organizational culture

Question:- Identify the process influence personality development

Answer:- Identification process , Socialization process

Question:- Ideal self

Answer:- Roger

Question:- Per sonare

Answer:- to sound through

Question:- Ego

Answer:- Freud

Question:- Traits

Answer:- All part

Question:- Intermittent bright flashes of light affect

Answer:- productivity

Question:- In an example of the erection of a stone wall, the work curve shows the following

Answer:- an initial warming up before reaching peak productivity the leveling off of productivity , eventual decrement in productivity, probably ending in a spurt again

Question:- As compared to the content models, the expectancy models are very simple and easy to translate into actual practice

Answer:- FALSE

Question:- From the given information identify the morale indicator

Answer:- exit interview

Question:- Morale represents the integration of an individual with the team and ignores the organization itself

Answer:- FALSE

Question:- We can maintain organizational culture by

Answer:- Recruiting and removal , Role modeling and coaching Allocating rewards

Question:- In which type of corporate culture, do the members have a strong sense of identification and recognize the interdependence

Answer:- clan

Question:- Repetitive task

Answer:- is a cause of boredom increases productivity

Question:- Peak output

Answer:- a result of efficiency is a result of rest pauses

Question:- Soft music

Answer:- increases productivity is a result of efficiency

Question:- Noise

Answer:- is a distracter

Question:- Rest provides the opportunity to recover from fatigue

Answer:- TRUE

Question:- Rest pauses provide an opportunity to talk and think only about job-related activities

Answer:- FALSE

Question:- Different kinds of work like heavy and muscular work, or light work or clerical work yield curves that are

Answer:- different from each other

Question:- Career development of employees facilitates development of whole person concept

Answer:- TRUE

Question:- According to Freud the human mind is composed of

Answer:- Preconscious mind , Conscious mind , Unconscious mind

Question:- If the human element is handled properly by the manager he can make two plus equal to five.

Answer:- TRUE

Question:- Frederick W. Taylor developed

Answer:- Wage payment plans , Internal parity of wages , External parity of wages

Question:- Which organization model was in existence at the time of Industrial revolution?

Answer:- autocratic

Question:- The two dimensions of leadership which emerged from the Leader Behavior Description

Questionnaire were 'consideration' and '_____'

Answer:- initiating structure

Question:- Ego controls

Answer:- The gateway of actions , Select the feature of environment Decides what instincts will be satisfied

Question:- Manager's role changed from that of a leader to that of partner in a _____ type of organization

Answer:- Collegial

Question:- Characteristics of entrepreneurial culture are

Answer:- Taking risks , Dynamism , Creativity

Question:- Marriage is an event which leads to creation of a life stressor

Answer:- TRUE

Question:- Sidha Samadhi Yog is one of the modern therapies of _____.

Answer:- meditation

Question:- in collegial organisation model employee psychological result is

Answer:- Self-discipline

Question:- What can you gather from the Illumination experiments

Answer:- They provided a momentum to the relay room phase of the studies

Question:- Those factors which are capable to inhibit performance by their absence but any addition in them does not increase efficiency, are known as _____ factors

Answer:- hygiene

Question:- Basic Organizational Behaviour concepts take into consideration

Answer:- Nature of people , Nature of technology , Nature of organisation

Question:- Frequent absenteeism of manager who talks about punctuality to his subordinate is a way of _____ behaviour

Answer:- autocratic

Question:- The esteem needs manifest itself in which of the following forms

Answer:- Need for status , Need for power , Need for recognition

Question:- Features of Maslow's need hierarchy theory

Answer:- Theory of human motives , Classifies basic human needs in a hierarchy , Theory of human motivation

Question:- Herzberg's two factor model is useful as an explanation for job_____

Answer:- satisfaction

Question:- The scuffle in the organization for achieving the organizational status and the power, is the essence of the _____ needs

Answer:- esteem

Question:- According to the Vroom's theory, what will be the value of expectancy when an event is bound to occur

Answer:- one

Question:- Eustress is very harmful to the person suffering from

Answer:- FALSE

Question:- _____ in one form of dominance, in which the followers more or less willingly accept direction and control by another person

Answer:- leadership

Question:- Usually, the subordinates prefer the democratic leader

Answer:- TRUE

Question:- organisational behaviour studies human behavior as well as group _____

Answer:- dynamics

Question:- To be efficient every manager must try to

Answer:- Understand human behaviour , Predict human behaviour Control human behaviour

Question:- Behavioural scientists are focusing their attention on

Answer:- Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making

Question:- Contribution of Walter Dill Scot towards industrial psychology

Answer:- He showed how psychology can be applied to advertising and selling

Question:- In Custodial organization model, managerial orientation is

Answer:- money

Question:- moral and productivity always bear a direct relationship

Answer:- FALSE

Question:- it can be inferred from Hawthorne studies that in determining productivity a vital role was played by

Answer:- Quality of supervision

Question:- Mr. Jay sets up a task force to improve communication effectiveness within his organization. What factors should be considered by the task force to achieve effective communication

Answer:- Assume existence of interpersonal differences Emphasize description rather than interpretation or evaluation , Ensure that

Question:- The Porter-Lawler model states that effort necessarily leads to performance and satisfaction

Answer:- FALSE

Question:- how would you analyze the situation where the morale of employees is high but their productivity is low ?

Answer:- Improper planning function

Question:- what is the other name for vertical job loading

Answer:- Job enrichment

Question:- the factor which contributed to the rise of human relations movements are

Answer:- The great depression , The rise of trade unionism Hawthorne experiments

Question:- in a strong organizational culture

Answer:- Goals are aligned , Employees are highly motivated Performance is outstanding

Question:- _____ are the rules of pattern and behaviour that are expected from all team members

Answer:- Norms

Question:- Fatigue can be defined as the tiredness of the body as a result of continuous _____ activity

Answer:- physical

Question:- the different types of fatigue are

Answer:- mental , physical , psychological

Question:- state the various functions of communication

Answer:- Control , Motivation , Information

Question:- the purpose should be expressed only after the communication process is completed

Answer:- FALSE

Question:- What sort of communication is considered to be more effective in modern organization

Answer:- On-going , Informal , Dynamic

Question:- Identify the steps involved in achieving improvement in communication within the organization

Answer:- Simple messages , Use of multiple channels , Promoting inter-group communication

Question:- the more successful the organization is, the less effective is its internal communication

Answer:- FALSE

Question:- a non specific response of the body to a situation is known as _____

Answer:- stress

Question:- _____ is caused because of the modern life and anxiety to cope with them.

Answer:- distress

Question:- the _____ stressors relate to the personal health and family life of an individual

Answer:- personal

Question:- Sleep disturbance, bowel irritation and back ache are some of the _____ symptoms of stress

Answer:- Psychosomatic

Question:- attitudes are determined by

Answer:- A whole set of favourable and unfavourable influence to the object

Question:- Congruent change in attitude mean

Answer:- Movement in the same direction

Question:- the personality problems are the root cause of organizational conflict

Answer:- TRUE

Question:- State the factors that are necessary to gain an understanding of the team dynamics and effectiveness

Answer:- Goals of the team , Team size , Diversity within the team

Question:- the ability and willingness of group members to set goals and work towards their accomplishment is known as _____.

Answer:- Group maturity

Question:- the stage which relates to development of decision making abilities, interpersonal and technical competencies is known as

Answer:- Storming

Question:- Alderfer's ERG needs model is very rigid in nature

Answer:- FALSE

Question:- The great depression took place around the year

Answer:- 1929

Question:- In which of the given sectors it is found that use of the communication technologies is very important

Answer:- Knowledge intensive organizations

Question:- organization _____ represent a complex pattern of beliefs expectations, ideas, values and attitudes shared by the members of the organization

Answer:- culture

Question:- Which leadership style is good while dealing with scientific and professional employees

Answer:- free rein

Question:- the discipline of organization behaviour is based on _____ studies of human behaviour at the work settings

Answer:- empirical

Question:- select the factor which are treated as motivators by Herzberg his theory of motivation

select the factor which are treated as motivators by Herzberg his theory of motivation

Answer:- Achievement , Possibility of growth , Responsibility

Question:- the _____ leadership style is an expression of the leader's trust in the abilities of his subordinates

Answer:- Participative

Question:- according to Vroom's expectancy theory of motivation, when an individual desires a particular outcome the value of valence is negative

Answer:- FALSE

Question:- What are the principles of job enlargement

Answer:- Challenging the employees by increasing the expected production , Adding other tasks to the job , Rotating the assignments

Question:- What is play to some people maybe work to others

Answer:- TRUE

Question:- T.P.M stands for total _____ management

Answer:- productivity

Question:- In Bank wiring room studies were carried out by

Answer:- an observer and an interviewer

Question:- which type of motivators are involved in granting additional authority to an employee in his activity

Answer:- Responsibility and recognition

Question:- upward communication tends to be poor because of

Answer:- fear of reprisal , filters , time

Question:- individual personality traits that serve as hurdle in communication

Answer:- low adjustments , low sociability , low agreeableness

Question:- knowledge and _____ are more critical to an organizations _____ advantage

Answer:- innovation/competitive

Question:- various source of stress

Answer:- Physical make up , Familial demands , Social demands

Question:- many of our prejudices operate at an

Answer:- Unconscious level

Question:- Diagonal communication refers to communication between managers and workers located in

Answer:- different functional areas

Question:- The levels at which studies of O.B. have been carried out rotate to

Answer:- Individual , Small group , Inter group

Question:- source of organization commitments are

Answer:- Opportunities for advancement , Working condition Relationships at work place

Question:- According to modern psychologists human behaviour is

Answer:- unconscious , sparked by a motion , to satisfy needs

Question:- Work curve differs

Answer:- Person to person , Time to time , Work to work

Question:- Process oriented remedies for group think are

Answer:- Use subgroups to develop alternative and compare solutions , Compare to other organization's solutions , Hold "Second chance meetings

Question:- **any organisational culture takes place when members shares knowledge and develop ways of coping with issues of**

Answer:- Internal integration , Setting specific targets to achieve External adaptation

Question:- Cultural _____ are words, gestures and pictures or other physical objects that carry a particular meaning with the culture

Answer:- symbols

Question:- Tradition, loyalty, personal commitment, and social influence are attributes of Entrepreneurial Culture

Answer:- FALSE

Question:- Anand is the new CEO of ABC Ltd. Whatever suggestions or recommendations are given by his subordinate managers, all are rejected by Anand. What sort of role is being portrayed by Anand

Answer:- Negativist

Question:- identify the situation which reflect upward communication

Answer:- Performance reports of workers, to be reviewed by the supervisor , Suggestion boxes kept in the worker's canteen , Employee attitude surveys

Question:- organisational socialisation Includes

Answer:- Developing competencies , Developing organizational values , Developing social and working relationship

Question:- Personality is the organization of an individuals

Answer:- Personal pattern of tendencies

Question:- Event in the surrounding environment strongly influence

Answer:- The way people behave at any particular time

Question:- Personality is a stable set of characteristics and tendencies

Answer:- That determine those commonalities and differences in the psychological behaviour of people

Question:- Monetary rewards, authoritarian leadership style and motivational strategies for performance are ineffective

Answer:- When applied to intelligent, independent, confident worker

Question:- It is interesting to know that the word "personality" by derivation should mean

Answer:- What an individual only appears to be not what he really is

Question:- the storming stage relating to development of a team is characterised by which of the following aspects

Answer:- Emergence of conflicts , Seeking task related guidance from the leader , Deciding the responsibilities of each team member

Question:- state the various function of communication

Answer:- Control , Motivation , Information

Question:- cultural elements and their relationships create a pattern that is identical in all organizations

Answer:- FALSE

Question:- _____ communication is useful for flatter organizational structure

Answer:- lateral

Question:- providing support for employees and _____ who have ideas for a better _____ and are willing to act on those ideas

Answer:- teams/culture

Question:- The _____ is a major reason of conflict that we encounter in our personal as well as _____ life

Answer:- uniqueness/professional

Question:- many _____ changes bombard the modern organization and make change _____.

Answer:- external/inevitable

Question:- organisation must _____ the effects of _____.

Answer:- evaluate/change

Question:- Self oriented roles are

Answer:- Play boy, story teller

Question:- Effective group members can diagnose _____ and group processes and improve their own and group's _____

Answer:- individual/functioning

Question:- Top manager should communicate with the immediate supervisor

Answer:- .directly

Question:- Accommodating style refers to assertive behaviours

Answer:- FALSE

Question:- Mutuality of interest means

Answer:- Objectives of employees and organizations are met through interdependence of employees and organizations

Question:- A business enterprise is an organization of people

Answer:- TRUE

Question:- Distress is caused whenever a person is

Answer:- Suddenly very sad or angry

Question:- Leaders use three skills, technical, human and

Answer:- Conceptual

Question:- democratic leaders take full authority and assume full responsibility

Answer:- FALSE

Question:- in organisation individuals are tied in a meaningful

Answer:- relationship

Question:- Perceptual _____ is utmost _____ in understanding human behaviour

Answer:- process/significant

Question:- Taylor published a book titled "psychology and industrial efficiency"

Answer:- FALSE

Question:- The challenge relating to management of change can be met only with effective leadership

Answer:- TRUE

Question:- The _____ studies were the first to emphasize the importance of task and human dimensions in assessing leadership

Answer:- Ohio State

Question:- It is important for a manager to study the human behaviours within the context of

Answer:- organisation

Question:- OB is mainly concerned with the study of human behaviour at work

Answer:- TRUE

Question:- The men on the shop floor are less vulnerable to stress as compared the members of the board of directors

Answer:- FALSE

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ORG BEH

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Question:- an organisation engaged in manufacturing of chemicals has a safety committee comprising of shop floor members. It is an indication of a _____ type of organization

Answer:- Supportive

Question:- the models of organisational behaviour are

Answer:- Autocratic , Custodial , Supportive

Question:- in supportive organisation model employee orientation is

Answer:- Job performance

Question:- the different type of fatigue are

Answer:- mental , physical , psychological

Question:- employee and organisation can prosper if they help each other

Answer:- TRUE

Question:- the objective of mass Interviewing Program was

Answer:- To explore information that could be used to improve supervisory training

Question:- organizational socialisation is

Answer:- A systematic process by which new employees are brought into organizational culture

Question:- Motivation mean causes of behaviour

Answer:- TRUE

Question:- Work motivation approaches are classified as

Answer:- Content and process theories

Question:- Psychological needs have a tendency of

Answer:- recurrence

Question:- Physical surrounding affects

Answer:- Production

Question:- job rotation is the only cure for boredom

Answer:- FALSE

Question:- Organizations are free of conflicts

Answer:- FALSE

Question:- by deriavation personality mean

Answer:- An individual only appears to be

Question:- according to larking the upward communication will be effective only if the top managers communicated directly with the staff members

Answer:- FALSE

Question:- which of the main personal stressors stated by Yoga

Answer:- State of helplessness , Jealously , Temptations

Question:- The relationship in which one person influences others to work together willingly on related tasks is known as _____.

Answer:- leadership

Question:- the leader who fails to guide, motivate and develop his subordinates is said to be practicing _____ leadership style

Answer:- free rein

Question:- the discipline of the Organizational Behaviour is based on _____ studies of human behaviour at the work settings

Answer:- empirical

Question:- The blue print of human behaviour at work is represented by

Answer:- Rules , Regulations , Procedures

Question:- Behavioural scientists are focusing their attention

Answer:- Organizational adaptability , Relationship of organizational structure to human behaviour , Decision making

Question:- the chief objective of the Bank wiring room study was

Answer:- To conduct an observational analysis of the work groups

Question:- Managers began to develop a new awakened view of the human aspects of their jobs after

Answer:- The great depression

Question:- communication provide a means to release _____ and for fulfillment of social needs

Answer:- Emotional expression

Question:- In the countershock phase, the defensive mechanism becomes passive

Answer:- FALSE

Question:- Fundamental concepts of Organizational Behaviour revolve around

Answer:- The nature of human beings

Question:- One of the factors causing decrement in work is _____.

Answer:- fatigue

Question:- As a theory of motivation, what is the comment of Maslow on needs

Answer:- Needs can be structured in a hierarchy

Question:- modern psychology personality mean

Answer:- The dynamic organization with in the individual of those psychophysical systems that determine his unique adjustment to his environment

Question:- An atmospheric condition that is critical in a good working environment

Answer:- air circulation

Question:- which of the following situation is expected to last in the long run

Answer:- Low productivity, high morale

Question:- So as to cope with stress effectively, it is necessary to have a health body

Answer:- TRUE

Question:- the group _____-are more important to the group members than any financial incentive

Answer:- norms

Question:- Advise the management of Beta and Gamma Ltd. About the various groups that can be created in an organization

Answer:- Effective group , Formal group , Informal group

Question:- which is other name for vertical job loading

Answer:- Job enrichment

Question:- Organizational culture includes

Answer:- Organizational rituals and ceremonies , Norms shared by the teams , Commonly used language

Question:- hugo munsteberg

Answer:- Industrial accidents

Question:- Waller Dill Scot

Answer:- Industrial psychology

Question:- Fred Luthans

Answer:- Human relations

Question:- Frederick Taylor

Answer:- Scientific management

Question:- The _____ have failed to meet the goals of prediction and control of organizational behavior

Answer:- Expectancy models Your Answer Procedural theories

Question:- The _____ motivator includes introducing new and more difficult tasks to an employee, who will be doing them for the first time

Answer:- Growth and learning

Question:- State the drawback of Vroom's theory

Answer:- Does not provide specific solution to the motivational problems

Question:- Organizational commitment by employees does not lead to loyalty.

Answer:- FALSE

Question:- External attention Factors are

Answer:- The factors that are within the situation

Question:- Regression

Answer:- Superior throwing file in anger

Question:- conflict management helps to understand

Answer:- Nature and origin of conflict

Question:- conflict is a

Answer:- Natural disagreement

Question:- Inter group

Answer:- Between groups

Question:- Goal conflict

Answer:- Incompatible expected

Question:- Procedural conflict Union

Answer:- management Union

Question:- Situation

Answer:- Favourable or unfavourable

Question:- Attitude

Answer:- Positive or negative

Question:- there is no scope for dilemmas in intra personal conflicts

Answer:- FALSE

Question:- Supportive Organization

Answer:- Believes that employees have the skill and the will to contribute to the organizational efforts

Question:- organization is a social system

Answer:- where the value system ,customs etc. conform to those of the society at large

Question:- where the value system ,customs etc. conform to those of the society at large

Answer:- TRUE

Question:- The use of tobacco with alcohol is good for health

Answer:- FALSE

Question:- participative leaders decentralize authority

Answer:- TRUE

Question:- free rein leader avoid power and responsibility

Answer:- TRUE

Question:- An opinion is an expression of an _____ judgment regarding a _____ topic

Answer:- evaluative/specific

Question:- high _____ among group members result in high group _____

Answer:- affiliation/cohesiveness

Question:- Hygiene factors are _____ for _____

Answer:- necessary/performance

Question:- To overcome the problem of resistance manager need to

Answer:- Motivate concerned employees

Question:- An organization that _____ formality, rules, and _____ coordination has a bureaucrat culture

Answer:- values/hierarchical

Question:- Work curve can be _____ by using measures of _____ and time

Answer:- plotted/production

Question:- Fatigue can be defined as the _____ of the _____ as a result of continuous physical activity

Answer:- tiredness/body

Question:- worker with a _____ attitude towards his _____ is much less likely to slacken pace on the job

Answer:- favourable/supervisor

Question:- Physical surrounding like _____, colour, _____ affects production

Answer:- noise/temperature

Question:- Accommodation may represent an _____ act, a long term strategy to encourage _____ by others or a submission to the wishes of others

Answer:- unselfish/co-operation

Question:- Hearing and seeing do not influence perception

Answer:- FALSE

Question:- attitude

Answer:- Respond Expression

Question:- value judgement

Answer:- Behaviour

Question:- Opinion

Answer:- Expression Judgment

Question:- Personality

Answer:- Behaviour Respond

Question:- Theory of unconscious behaviour

Answer:- Sigmund Freud

Question:- Insecurity makes a man

Answer:- Under-productive

Question:- job enlargement means adding other task to the job

Answer:- TRUE

Question:- our perceptions are

Answer:- different

Question:- pressure for change are created only outside and not inside the organization

Answer:- FALSE

Question:- participative management style facilitate implementing change in organization

Answer:- TRUE

Question:- Leadership is one form of dominace in which the followers more or less willingly accept direction and control by another person

Answer:- TRUE

Question:- the laissez faire leadership climate produces the greatest number of aggressive acts from the group

Answer:- TRUE

Question:- conceptual skill is the ability to work effectively with people and to build teamwork

Answer:- FALSE

Question:- as the supervisory level the requirement of technical skills is the highest

Answer:- TRUE

Question:- giving a person an opportunity to talk an air his grievances had a positive impact on his

Answer:- morale

Question:- Organizational behavior helps to understand the importance of

Answer:- Human elements in the organization

Question:- Organizational objectives cannot be achieved

Answer:- By an individual or a small group of individual

Question:- Organizations show

Answer:- Hierarchy of authority

Question:- In a organization there is constant interaction

Answer:- Between people structure an technology

Question:- select the organization stressors which are intrinsic to the job

Answer:- Boredom , Time pressures and deadlines , Exorbitant work demands

Question:- The hypo stress is often experienced by _____ people

Answer:- Retired

Question:- the discipline of organisation _____ tries to synchronize internal organizational environment with external social environment

Answer:- behaviour

Question:- Kurt Lewin

Answer:- Father of group dynamics

Question:- Katz and Kahn

Answer:- Advocated varied meanings of leadership

Question:- Keith Davis

Answer:- Defined leadership as human factor that binds people together

Question:- Ronald Lippitt and Ralph k

Answer:- Series of pioneering leadership studies

Question:- all part of the organizational system are independent

Answer:- false

Question:- the four different models of organizational behaviour denote

Answer:- The responses of the employees to the various orientations of the managers , The general behavioural climate prevailing in the manager-employee relationship , The evolution of the thinking and behaviour of the management and the managers alike

Question:- the _____ job loading is also known as job enlargement

Answer:- horizontal

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Question:- promotion is recognition of one's capabilities to shoulder higher responsibilities.

Answer:- TRUE

Question:- Wagner Act

Answer:- Labour movement

Question:- Scientific Management movement

Answer:- Wage payment plans

Question:- Hawthorne Experiments

Answer:- Human relations

Question:- Hugo Munsteberg

Answer:- Psychology and industrial efficiency

Question:- the research has shown that even the minor or trivial occurrences in life can create stress

Answer:- TRUE

Question:- The features of the relationship oriented role called gate keeping are

Answer:- Helping to keep communication channels open , Facilitate the participation of others , Suggesting procedures that permit sharing remarks

Question:- potency

Answer:- Capable of being effective

Question:- Self – managed teams

Answer:- Perform a variety of managerial tasks

Question:- the informal communication network is called

Answer:- Grapevine

Question:- formal communication is

Answer:- from top to bottom

Question:- _____ can be classified as formal group and _____ group

Answer:- group/informal

Question:- rewards

Answer:- Motivate employees , Encourages , Feel honoured

Question:- people with strong feeling of boredom

Answer:- Dislike routine activity , Prefer leisure activities , Show lack of satisfaction

Question:- organization are said to be a

Answer:- Group of people , Having some common goal or objective , Utilize resources for attaining goal

Question:- steps to taken for introducing change in the organization

Answer:- Recognise the forces demanding change , Recognise the need for the change , Finding loopholes

Question:- love your body means

Answer:- Have a regular medical checkup , Do exercise regularly , Don't touch tobacco

Question:- general adaptation syndrome

Answer:- Alarm reaction , Resistance reaction , State of exhaustion

Question:- stage of resistance

Answer:- Maximum adaptation , Alarm reaction disappears , Resistance increases

Question:- the super ego acts as a censor on the individual

Answer:- TRUE

Question:- perceptual selection is based on

Answer:- Attention and Set

Question:- assessment of an employee's performance depends on the perception of the person

Answer:- TRUE

Question:- size of the stimulus attracts attention

Answer:- TRUE

Question:- Affiliation motives

Answer:- Acceptance by others

Question:- Rationalization

Answer:- pseudo justification

Question:- aggression has nothing to do with emotional transference

Answer:- false

Question:- Safety needs are taken (looked) as

Answer:- Future needs

Question:- solitary confinement is known to rupture the human

Answer:- psyche

Question:- theory y people are very lazy

Answer:- false

Question:- accomplishment of goal is influenced by an individual's ability and role perception

Answer:- TRUE

Question:- The definition of work is very

Answer:- General

Question:- collegial organization

Answer:- Provides manager's role like partner and not leader

Question:- in alarm stage the resistance is

Answer:- Lowered

Question:- an atmosphere of objectivity and mutual trust can help reduce

Answer:- distress

Question:- Discouraging undesirable behaviour will enhance value to organizational culture

Answer:- TRUE

Question:- the leadership process is a function of the leader , the follower and other situational

Answer:- TRUE

Question:- democratic leader take full authority and assume full responsibility

Answer:- false

Question:- Illumination experiments study the effect of changed

Answer:- Illumination at work

Question:- perception involves five sub-processes, they are _____ registration, _____ feedback and consequences

Answer:- stimulus/interpretation

Question:- organization

Answer:- Behaviour

Question:- howthorne

Answer:- Experiments

Question:- Goal

Answer:- Achievement

Question:- Division of

Answer:- Labour

Question:- Meaningful

Answer:- Relationship

Question:- the multinational which come on the Indian scene enjoyed superior _____ in terms of money _____ as well as market network

Answer:- resources/technology

Question:- frederick w. _____ came up with "Scientific Management", created the interest the _____ and the supervisor

Answer:- Taylor/worker

Question:- Reward & Punishment theory is same as _____ and _____ theory

Answer:- carrot/stick

Question:- vroom _____ model fall under _____ theory

Answer:- expantancy/Process

Question:- relationship between _____ and _____ need not always be direct

Answer:- morale/productivity

Question:- high levels of _____ taking, _____ and credibility characterize an entrepreneurial culture

Answer:- risk/dynamism