

Organizational Behaviour

B.Com IT-II Question Bank

1. A study of the culture and practices in different societies is called _____

- a) Personality
- b) Anthropology
- c) Perception
- d) Attitudes

2. Forces affecting organizational behavior are _____

- a) People
- b) Environment
- c) Technology
- d) All of the above

3. Scope of Organizational Behavior does not include _____

- a. Leadership
- b. Perception
- c. Job Design
- d. Technology

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

- a) Employee expectation
- b) Workforce diversity
- c) Globalization
- d) All of the above

5. Meso organisation behaviour is related with

- a) Individual behaviour
- b) Group behaviour
- c) Organisational behaviour
- d) None of these

6. Organizational behaviour focuses at 3 Levels-

- a. Individuals, Organisation, Society
- b. Society, Organisation, Nation
- c. Employee, Employer, Management
- d. Individual, Groups, Organisation

.7. _____ is recognized as father of “Human relations”

- a) William Gilbreth
- b) Hendry Fayol
- c) F.W.Taylor
- d) Elton Mayo

8. 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

9. Edward Tolman is related to _____

- a) Behaviorist Framework
- b) Cognitive approach
- c) Social Cognitive Framework
- d) None of these

10. 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

11. Which of the following best describes the nature of the study of organizational behavior?

- 1. A .An art
- 2. A science
- 3. An art as well as science
- 4. None of the above

12. Which of the following factors affect organizational behavior?

- 1. Technology
- 2. People
- 3. Environment
- 4. All of the above

13. What is the primary meaning of the organization structure?

- 1. The exact designated position of spaces and departments in an organization
- 2. The policies created and implemented by the firm
- 3. The way different resources are distributed
- 4. The manner in which activities are controlled and performed in a simplified manner

14. According to the scientists of organizational behavior, how are the organizations?

- 1. Dynamic and ever-changing
- 2. Researching
- 3. C .Processing
- 4. Static

15. Which of the following options is correct regarding organizational cultures?

- 1. A stronger culture more influences the behavior of the employee
- 2. A strong culture always means the more productive environment
- 3. A particular culture that brings positive effectiveness is better
- 4. A weak culture always means the more productive environment

16. Which employees are less concerned about the variety and autonomy?

- 1. A. Employees with relatively strong higher-order needs
- 2. Employees with relatively weak higher-order needs

3. Employees who are not stable

4. None of the above

17. To study employee behavior in any organization, which of the following should be the most important concern?

1. The employee's personality and attitude are basically dependent on the environment.

2. Environmental and individual differences are crucial for understanding employee behavior.

3. Environmental and individual differences do not play a role in understanding employee behavior.

4. The environment in the organization is the most important factor that assists in understanding individual behavior.

18. The essential thing to understand the structure of the organization is _____.

1. Delegation

2. Process

3. Control

4. Modification

19. Which of the following statements is valid regarding shared organizational values?

1. the international values influence shared organizational values

2. shared organizational values are distinct for various components of a diverse workforce

3. shared organizational values are unconscious wants or affective desires that guide the behavior of the society

4. shared organizational values are a myth

20. Which of the following is most accurate concerning communication?

1. Most communication is verbal.

2. Most communication is in the vertical direction.

3. Understanding is necessary for communication to take place

4. Most communication is written

21. Which is generally the least used channel of communication in an organization?

1. Horizontal channel

2. Diagonal channel

3. Upward channel

4. Downward channel

22. Which of the following factors should be positively addressed by modern-day managers to avoid negative outcomes?

1. Potential for higher employee turnover

2. Interpersonal conflicts

3. Increased innovation and creativity

4. Difficult communication

23. What is called the combination of numerous characteristics and qualities that forms a distinctive character of an individual?

1. Attitude

2. Behavior

3. Personality

4. Charisma

24. Which of the following of an individual can change due to hard situations and external influence?

1. Attitude
2. Personality
3. Objective
4. Motivation

25. Which are the big five traits of personality?

1. Extroversion, openness to experience, agreeableness, emotional stability, and conscientious
2. Agreeableness, courage, openness to experience, friendly, and emotional stability
3. Extroversion, agreeableness, emotional stability, friendly, and openness to experience
4. Agreeableness, emotional stability, easygoing, friendly, and courage

26. Which of the following theories provides an idea about what employees need, and what are the crucial factors the manager can use the motivation the employees?

1. Content theory
2. Process Theory
3. Maslow's theory
4. Herzberg's theory

27. Which of the following theories gives the way by which the requirements can be transformed into performance or behavior?

1. Expectancy theory
2. Herzberg's theory
3. Process theory
4. Maslow's theory

28. Which type of personality do people like real-life examples and getting facts while missing the prime logic, possibly as per MBTI?

1. Intuition
2. Thinking
3. Sensing
4. Introversion

29. What is the personality known as when a person takes action based on feelings, while using their imagination, and gets the main idea while missing a few facts according to the MBTI?

1. Sensing
2. Thinking
3. Introversion
4. intuition

30. What of the following is the activity to put people into a particular group according to a few characteristics and then to make an assumption to understand things better?

1. Perception
2. Group perception
3. Stereotyping

4. Halo effect

31. Which of the following is the event of encouraging people to action to achieve their targets?

1. Motivation
2. Bonus
3. Promotion
4. Performance-based incentive

32. Who was the first person to focus on and assist the needs of humans for employees?

1. J.N Tata
2. Robert Owen
3. Andrew Ure
4. None of the above

33. According to Maslow wants or needs are something that human beings desires. The needs and wants of human beings will lead to which of the following?

1. Motivation
2. Job
3. Behavior
4. Attitude

34. Which of the following is the social invention for achieving targets through the efforts of the whole group?

1. Management
2. Behavior
3. Organization
4. Leadership

35. The IF and THEN relationship can be utilised to understand which of the following organization theory?

1. Contingency approach
2. Scientific approach
3. System approach
4. Process approach