

U.G. Department of Computer Applications

N.G.M College, Pollachi

16UBC522 – Organizational Behaviour

K1 & K2-Level Questions

Organizational behavior

K1 & K2 Question

Unit-1

1. OB is the study of _____ in the organisation
 - a. Human
 - b. Employer
 - c. Human Behavior
 - d. Employees
2. Now a days a lot of stress is being put on the _____ of the employee in the Organisation
 - a. Character
 - b. improvement
 - c. Behaviour
 - d. Rewards
3. OB focuses at 3 Levels
 - a. Individuals, Organisation, Society
 - b. Society, Organisation, Nation
 - c. Employee, Employer, Management
 - d. Individual, Groups, Organisation.
4. Scope of OB does not include
 - a. Leadership
 - b. Perception
 - c. Job Design
 - d. Technology
5. What is the key word in understanding organization structure?
 - a. Control
 - b. Change
 - c. Process
 - d. Delegation
6. Organization structures
 - a. affect group behavior more than individual behavior

- b. change rapidly to meet environmental and market changes
 - c. contribute positively to organizational performance
 - d. can be defined simply as activities that occur regularly
7. 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
8. Which of the following is not a contributing discipline of OB
- a) Anthropology b) Psychology c) physiology d) sociology
9. _____ is our perception of one personality trait influences how we view a person's entire personality.
- a) Perception b) Halo effect c) Stereotyping d) Individual Personality
10. Meso organisation behaviour is related with
- a) Individual behavior b) Group behaviou rc) Organisational behavior d) None

Unit-2

11. "The combination of characteristics or qualities that form an individual's distinctive character" is the definition of
- a)Personality b) Motivation c) Attitude d) behavior
12. A study of the culture and practises in different societies is called
- a) Personality b) Anthropology c) Perception d) Attitudes
13. _____ is a Study of individual Behaviour
- a) Anthropology b) Psychology c) political science d) sociology
14. 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

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

- a) Behavioral b) Cognitive c) Affective d) Positive

16. Which is not a method used for changing the attitude of Employee

- a) use of fear b) Providing new information
c) Performance appraisal d) Giving Feedback

17. Among the following which is not a problem in changing the attitude of the employee

- a) Insufficient Information b) Resistant by employee
c) Cognitive Dissonance d) Cognitive Dissonance

18. The job satisfaction of an employee is depend on the

- a) behaviour b) attitude c) personality d) employer

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

- a) Focus b) creativity c) Pessimism d) Confidence

20. 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

Unit-3

21. _____ 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

22. 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

23. _____ 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
24. Which of the following is not a part of hygiene factor of two-factor theory
- a) company policy b) Administration c) responsibilities d) Interpersonal Relations
25. Expectancy theory is a theory comes under _____ theory
- a) Process b) Content c) Attribution d) perception
26. Which of the following is not a step in perceptual Process?
- a) Object b) selection c) Perception d) Response
27. _____ deals with how the social perceiver uses information to arrive at causal explanations for events.
- Attribution theory b) Social Perception Theory c) Selective Perception d) social Theory
28. _____ is the sequence of psychological steps that a person uses to organize and interpret information from the outside world.
- a) Perceptual process b) Thinking process c) Selection Process d) Sequential theory
29. Belief, opinion, knowledge, emotions feelings intention are the components of
- a) OB b) Job satisfaction c) Attitude d) Personality
30. 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

Unit-4

31. 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

32. Strategic planning as a broad concept consists of

- a. corporate strategy and business strategy
- b. strategy formulation and strategy implementation
- c. inputs and outputs
- d. environmental analysis and internal analysis

33. A major problem with a task force type of management is

- a. there is no logical basis for task force information
- b. its status is too inflexible
- c. accountability
- d. lack of planning

34. Individuals such as Albert Einstein, Edwin Land and Steven Jobs lead through which type of power?

- a. Legitimate b. Reward c. Expert d. Charismatic

35. The problem-solving process begins with

- a. clarification of the situation
- b. establishment of alternatives
- c. identification of the difficulty
- d. isolation of the cause

36. A study of the culture and practises in different societies is called

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

37. _____ embodies a team concept, is based on the principle of mutual contribution by employer and employees

- a) Autocratic model b) Custodial model c) Supportive Model d) Collegial Model

38. Edward Tolman is related to

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

39. The _____ theory states that human mind will receive or accept only those information which it feels that it is relevant.

- A) Perception theory b) Selective Perception c) relevance Theory d) none of the above

40. 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

UNIT-5

41. Employees plan their actions is called as

- a) Symbolizing: b) Forethought c) Observational d) Self-regulatory

42. OB does Not contributed to improve

- a) Motivation b) Efficiency c) interpersonal relations. d) Communication

43. Success of each organization is depending upon the performance of

- a) employer b) management c) vendor d) employee

44. Which is not a method used for changing the attitude of Employee

- a) use of fear b) Providing new information
c) Performance appraisal d) Giving Feedback

45. Motivation includes

- a) job enrichment b) Job rotation c) Job enlargement d) all of the above

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

- a) Bonus b) Motivation c) Performance-based Incentive d) Promotion

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

- a) Safety b) Physiological need c) social need d) organizational

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

a) Social b) Safety c) Basic d) Esteem

49. _____ prefers private reflection, self-examination, and self-discovery. They hide their feelings, prefer to work alone, and learn by watching.

a) Private personalities b) Introverts c) Extroverts d) none of the above

50. _____ is our perception of one personality trait influences how we view a person's entire personality.

a) Perception b) Halo effect c) Stereotyping d) Individual Personality

ANSWER KEY

1.C	.A	21.D	31.B	41.B
2.C	.B	22.C	32.B	42.C
3.D	.B	23.A	33.B	43.D
4.D	.A	24.C	34.C	44.C
5.A	.C	25.A	35.C	45.D
6.D	.C	26.C	36.B	46.B
7.A	.B	27.A	37.D	47.B
8.C	.B	28.A	38.B	48.D
9.B	.C	29.C	39.B	49.B
10.B	.A	30.B	40.A	50.B

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K3-Level Questions

Unit –I

1. Inspect how the individuals have individual differences.
2. List out the disciplines contributed to OB.
3. List and explain the elements of OB

Unit – II

4. List out the types of Personality.
5. Explain the formation of Attitude.
6. List out the types of Attitude.
7. Distinguish between Attitude and Value.
8. Survey “Job Dissatisfaction”

Unit – III

9. Explain Learning.
10. Distinguish between Reinforcement and punishment.
11. Give a detailed note on Nature of Motivation.
12. List out the needs for Motivation.
13. List out the types of groups.

Unit – IV

14. List out the sources of conflict.
15. Distinguish between Functional and Dysfunctional conflict.
16. Survey “Job Frustration.

17. Give the steps to manage stress.

Unit – V

18. Give the various communication channels.

19. List out the various communication networks.

20. Examine the various communication Barriers.

K4-Level Questions.

Unit – I

1. Examine the Organizational behaviour in historical perspective.

2. Survey “Human Behaviour and its causation”.

3. Explain the nature and scope of OB.

Unit – II

4. Explain the role of Personality in OB.

5. Give a detailed account on Perceptual process.

6. Explain how values affect behaviour.

7. List out the types of Values.

8. Survey “Job satisfaction”.

Unit – III

9. List out the determinants of Learning.

10. Explain the learning theories.

11. Explain Motivation cycle or process.

12. Distinguish between Motivation and Morale.

13. Examine Group Behaviour.

Unit – IV

14. List out the types of conflict.

15. List the various aspects of conflict.
16. Explain conflict process.
17. Give a detailed account on Stress management.

Unit – V

18. Give the nature and need for communication.
19. Give a detailed account on Communication process.
20. List and explain the types of leadership.
21. Give the various departmentalizations.
22. How organizational culture plays an important role in an organization.