MGT502 - ORGANIZATIONAL BEHAVIOUR

MEGA QUIZ FILE

SOLVED BY MUHAMMAD AFAAQ

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Afaaq

Asslam O Alikum

MGT502 - Organizational Behaviour Mega quiz file Solved By

Muhammad Afaaq

Remember Me In Your Prayers

Best regard's

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0346-5329264

If u like me than raise your hand with me
If not then raise ur standard
That's about me … !

Afaaq

Solved By Afaaq # 1 of 20 (Start time: 08:34:52 PM) Total Marks: 1
Which of the following is 'NOT' one of the most common reasons people join groups?
Select correct option:

Security

Status

Equity

Power

Solved By Afaaq # 2 of 20 (Start time: 08:35:37 PM) Total Marks: 1
Workers in Pakistan are entitled to receive pension, medical facilities and gratuity come under:
Select correct option:

Human Rights
Moral Rights
Legal Rights
Personal Rights

Quiz Start Time: 08:34 PM Time Left 89 sec(s)

Solved By Afaaq # 3 of 20 (Start time: 08:36:12 PM) Total Marks: 1
Which path-goal leadership style leads to greater satisfaction when tasks are ambiguous or stressful?
Select correct option:

Directive
Supportive

Participative

Reactive

Solved By Afaaq # 4 of 20 (Start time: 08:37:26 PM) Total Marks: 1
Imran is the head of a group at an advertising agency working with artists and designers to come up with effective branding of new products. Why is it particularly important for him to keep his team happy?
Select correct option:

People are more conscientious when they are in a good mood
People are more efficient when they are in a good mood
People are more productive when they are in a good mood
People are more creative when they are in a good mood

Solved By Afaaq # 5 of 20 (Start time: 08:38:29 PM) Total Marks: 1
Mohsin has already presented two excellent reports. The report he has just presented is clearly not as good as the first two reports, yet he is given the same high grade as before. What shortcut has been used in this case?
Select correct option:

The contrast effect

The halo effect

Stereotyping

Projection

Solved By Afaaq # 6 of 20 (Start time: 08:39:14 PM) Total Marks: 1
When a bank robber points a gun at a bank employee, his base of power is:
Select correct option:

Coercive

Punitive

Positional

Authoritative

Solved By Afaaq # 7 of 20 (Start time: 08:40:00 PM) Total Marks: 1

Afaaq

ABC Company created task force containing employees from across departments for completion of an important project. It is an example of:
Select correct option:

Virtual Teams
Self-Managed Work Team
Cross-Functional Team
Problem-Solving Team

Solved By Afaaq # 8 of 20 (Start time: 08:40:37 PM) Total Marks: 1
Determining how tasks are to be grouped is part of which management function?
Select correct option:

Planning
Leading
Controlling
Organizing

Solved By Afaaq # 9 of 20 (Start time: 08:41:44 PM) Total Marks: 1
What are the three classes of factors that influence perception?
Select correct option:

Factors in the setting, factors in the environment and factors in the motives
Factors in the perceiver, factors in the target and factors in the situation
Factors in the character, factors in knowledge and factors in experience
Factors in the personality, factors in the character and factors in the values

Solved By Afaaq # 10 of 20 (Start time: 08:42:35 PM) Total Marks: 1
Which one of the following is NOT included in the 4-Ps of Continuous Improvement:
Select correct option:

Product
Place
People
Processes

Solved By Afaaq # 11 of 20 (Start time: 08:43:20 PM) Total Marks: 1
The primary change agents in an organization are:
Select correct option:

Employees
Managers
Leaders
Stakeholders

Managers are the primary change agents in most organizations.

Afaaq

Solved By Afaaq # 12 of 20 (Start time: 08:44:15 PM) Total Marks: 1
Equity theory was developed by:
Select correct option:

McClelland
Abraham Maslow
Clay Alderfer
J. Stacy Adams

Solved By Afaaq # 13 of 20 (Start time: 08:45:19 PM) Total Marks: 1
_____ creates problem for employees when their job requires to display emotions incompatible with their actual feelings
Select correct option:

Depression
Emotional Labor
Stress
Anxiety

Solved By Afaaq # 14 of 20 (Start time: 08:46:05 PM) Total Marks: 1
If a person responds the same way over time, attribution theory states that the behavior shows:
Select correct option:

Distinctiveness
Consensus

Consistency

Continuity

Solved By Afaaq # 15 of 20 (Start time: 08:46:37 PM) Total Marks: 1
Which of the following is NOT a key component of emotional intelligence?
Select correct option:

Self-awareness
Self-management
Commitment
Empathy

Solved By Afaaq # 16 of 20 (Start time: 08:47:07 PM) Total Marks: 1
The Fiedler model proposes:
Select correct option:

Afaaq

Changing the leader

Changing the situation

Matching leaders and situations

Changing the employees

Solved By Afaaq # 17 of 20 (Start time: 08:47:54 PM) Total Marks: 1
An organization has started sending its people to training to help them develop more effective leadership styles. The organization is actually in supporting which of the following?
Select correct option:

Trait theories (correct) not confirm
Behavioral theories
Fiedler's contingency model
The reflection effect

Solved By Afaaq # 18 of 20 (Start time: 08:48:49 PM) Total Marks: 1
Which of the following would not be considered an organization?
Select correct option:

Hospital
Charity centers
Red cross
Dairy farmers in Punjab (correct)

Solved By Afaaq # 19 of 20 (Start time: 08:49:44 PM) Total Marks: 1

Mr.Muneeb is responsible for corrective actions when his organization faces important

and unexpected disturbance. What management role is he playing?

Select correct option:

Negotiator

Disturbance handler

Afaaq

Resource Allocator

Dissemenator

Solved By Afaaq # 20 of 20 (Start time: 08:50:31 PM) Total Marks: 1
Self-managed teams are typically comprised of how many members?
Select correct option:

2-5
5-10

10-15

Over 100

Solved By Afaaq # 1 of 20 (Start time: 08:54:21 PM) Total Marks: 1
The degree to which a person identifies with a job, actively participates in it, and considers performance important to self-worth is known as _____:
Select correct option:

Job Satisfaction
Job Enrichment
Job Specification
Job Involvement

Solved By Afaaq # 2 of 20 (Start time: 08:55:33 PM) Total Marks: 1
Sabohi has a job which pays an excellent salary. She has a good relationship with her peers and her supervisors. She also likes the fact that the company policy fits well with what she personally believes, and that she has received considerable recognition for her achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Sabohi loves her job?
Select correct option:

High compensation
Good nature of peer relationships
Good nature of supervisor relationships
Recognition for her achievements

Solved By Afaaq # 3 of 20 (Start time: 08:56:26 PM) Total Marks: 1
Mr.Nasir usually achieves high goals and perform well in difficult tasks because he believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?

Afaaq

Select correct option:

Self Efficacy
Locus of Control
Self Monitoring
Self Esteem (correct)

Individuals with high
self-esteem believe in their abilities and tend to set higher goals and perform more difficult tasks

Solved By Afaaq # 4 of 20 (Start time: 08:57:29 PM) Total Marks: 1
Which of the following is NOT consistent with rational decision-making?
Select correct option:

Consistency

Value-maximizing

Restraints

Ranking of criteria

Solved By Afaaq # 5 of 20 (Start time: 08:58:18 PM) Total Marks: 1
The belief that “violence is wrong” is an evaluative statement. Such an opinion constitutes which of the following component of an attitude?
Select correct option:

Cognitive
Affective
Behavioral
Reflective

Solved By Afaaq # 6 of 20 (Start time: 08:59:17 PM) Total Marks: 1
Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?
Select correct option:

Women show greater emotional expression
Men express emotions more intensely
Women express emotions more intensely
Men express anger more frequently

Solved By Afaaq # 7 of 20 (Start time: 09:00:15 PM) Total Marks: 1
The theory which attempts to determine whether an individual's behavior is internally or externally caused is called:

Afaaq

Select correct option:

Attribution Theory
Contingency Theory
Expectancy Theory
Path-Goal Theory

Solved By Afaaq # 8 of 20 (Start time: 09:01:04 PM) Total Marks: 1
Which of the following types of networks is most likely to promote accuracy?
Select correct option:

Chain

Direct

Wheel

All-channel

Solved By Afaaq # 9 of 20 (Start time: 09:02:11 PM) Total Marks: 1
Mr. Ahmed is influenced by Mr. Ali because he is attractive and has desirable resources or personal characteristics. Which of the following sources of power is exhibited by Mr. Ali?
Select correct option:

Legitimate power
Coercive power
Reward power
Referent power

Solved By Afaaq # 10 of 20 (Start time: 09:02:50 PM) Total Marks: 1
All of the following are true about learning EXCEPT that it :
Select correct option:

Can have a very short duration
Requires a change in behavior
Requires some form of experience
Affects aptitude

Solved By Afaaq # 11 of 20 (Start time: 09:03:47 PM) Total Marks: 1
The degree, to which a person identifies with his or her job, actively participates in it, and

Afaaq

considers his or her performance as being important to self-worth is _____.
Select correct option:

Job satisfaction
Job involvement
Job stability

Job enrichment

Solved By Afaaq # 12 of 20 (Start time: 09:04:33 PM) Total Marks: 1
Which of the following is NOT one of the stages of Group Development:
Select correct option:

Storming
Forming
Meeting
Performing

Solved By Afaaq # 13 of 20 (Start time: 09:04:58 PM) Total Marks: 1
As a manager, one of Ali's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ali performing, when he does this?
Select correct option:

Leadership role
Monitor role
Figurehead role
Spokesperson role

Solved By Afaaq # 14 of 20 (Start time: 09:05:36 PM) Total Marks: 1
While managing political behaviors in organization, the manager requires discouraging:
Select correct option:

Negotiation

Relationships

Self interest

Dialogue

Solved By Afaaq # 15 of 20 (Start time: 09:06:18 PM) Total Marks: 1
Mr.Adnan is an effective and good manager because he has the ability to handle emotions of employees .Which element of Emotional intelligence is Mr.Adnan equipped with?
Select correct option:

Afaaq

Social Skill
Empathy
Self Motivation
Self Management

Solved By Afaaq # 16 of 20 (Start time: 09:07:31 PM) Total Marks: 1
ABC Company created task force containing employees from across departments for completion of an important project. It is an example of:
Select correct option:

Virtual Teams
Self-Managed Work Team
Cross-Functional Team
Problem-Solving Team

Solved By Afaaq # 17 of 20 (Start time: 09:07:55 PM) Total Marks: 1
Ali believes that he received an appropriate salary increase this year but he does not believe that the company's methods for determining salary increases were fair. He believes that there is a problem with the firm's ___ justice.
Select correct option:

Interpersonal justice
Distributive justice
Equity justice
Procedural justice

Solved By Afaaq # 18 of 20 (Start time: 09:08:47 PM) Total Marks: 1
Sana is an honest and straightforward person. She believes her employees are all similarly honest and straightforward, ignoring signs that they may be manipulating her. What perceptual shortcut is Sana most likely using?
Select correct option:

Contrast effect

Halo effect
Stereotyping
Projection
Projection

Solved By Afaaq # 19 of 20 (Start time: 09:09:48 PM) Total Marks: 1
Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of _____study.
Select correct option:

Afaaq

Organizational
Intuitive
Theoretical
Systematic

Solved By Afaaq # 20 of 20 (Start time: 09:10:49 PM) Total Marks: 1
ALL of the following are perception shortcuts EXCEPT:
Select correct option:

Projection
Stereotyping
Consensus
Halo effect

Quiz Start Time: 09:16 PM Time Left 88
sec(s)

Solved By Afaaq # 1 of 20 (Start time: 09:16:20 PM) Total Marks: 1
The more consistent a behavior, the more the observer is inclined to ___.
Select correct option:

Attribute it to interpretation

Attribute it to internal causes

Attribute it to consensus

Attribute it to external causes

Solved By Afaaq # 2 of 20 (Start time: 09:17:12 PM) Total Marks: 1
Sana is an honest and straightforward person. She believes her employees are all similarly honest and straightforward, ignoring signs that they may be manipulating her. What perceptual shortcut is Sana most likely using?
Select correct option:

Contrast effect

Halo effect
Stereotyping
Projection

Solved By Afaaq # 3 of 20 (Start time: 09:17:49 PM) Total Marks: 1

Afaaq

The employee writes a complaint letter to his manager. Putting his thoughts onto paper is an example of:
Select correct option:

Encoding

Messaging

Channeling

Cryptography

Solved By Afaaq # 4 of 20 (Start time: 09:18:24 PM) Total Marks: 1
According to the path-goal theory, which of the following leadership style have the least amount of participation by subordinates?
Select correct option:

Directive leadership

Supportive leadership

Participative leadership

Achievement-oriented leadership

Solved By Afaaq # 5 of 20 (Start time: 09:19:47 PM) Total Marks: 1
Which of the following leadership is based on leaders' shifting the values, beliefs and needs of their followers?
Select correct option:

Charismatic leadership

Transactional leadership

Transformational leadership

Visionary leadership

Solved By Afaaq # 6 of 20 (Start time: 09:20:32 PM) Total Marks: 1
The application of negative consequences or the withdrawal of positive consequences to reduce the likelihood of repeation of that same behavior is known as:
Select correct option:

Punishment

Afaaq

Negative Reinforcement
Positive Reinforcement
Rewards

Solved By Afaaq # 7 of 20 (Start time: 09:21:36 PM) Total Marks: 1
Which of the following statements is true?
Select correct option:

Older employees have lower rates of avoidable absence than younger workers
Older employees are more likely to quit their job than younger workers
Older employees are perceived to be more flexible than younger workers
Older employees generally have lower productivity than younger workers

Solved By Afaaq # 8 of 20 (Start time: 09:22:21 PM) Total Marks: 1
The CEO of an engineering firm noticed a great deal of difference between the styles of the various department directors. He noticed that some are more charismatic and enthusiastic than others. In identifying this difference, he is looking at the directors' _____
Select correct option:

Behaviors

Traits

Personalities

Attitudes

Solved By Afaaq # 9 of 20 (Start time: 09:23:50 PM) Total Marks: 1
Ahmed is responsible to transmit information to outsiders on organization's plans, policies, actions and results. Which managerial role is he playing in organization?
Select correct option:

Disseminator
Spokesperson
Representative
Figurehead

Solved By Afaaq # 10 of 20 (Start time: 09:25:14 PM) Total Marks: 1
What is the relationship between what one perceives and objective reality?

Afaaq

Select correct option:

They are the same

They cannot be the same
They are rarely if ever the same
They can be substantially different

Solved By Afaaq # 11 of 20 (Start time: 09:26:40 PM) Total Marks: 1
Which of the following statement is TRUE about Type B individuals?
Select correct option:

They are extremely competitive.
They have a sense of urgency,impatient and hostile.
They are fast workers and prefer quantity over quality
They are more relax and easy going.

Solved By Afaaq # 12 of 20 (Start time: 09:27:30 PM) Total Marks: 1
A management function of a manager in which he/she maintains a network of outside contacts who provides favors and information is:
Select correct option:

Monitor
Leader
Liaison
Entrepreneur

Solved By Afaaq # 13 of 20 (Start time: 09:28:14 PM) Total Marks: 1
Which of the following network structure requires high emergence of leadership?
Select correct option:

Wheel
Chain
All-channel
Diverse

Solved By Afaaq # 14 of 20 (Start time: 09:29:09 PM) Total Marks: 1
Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?
Select correct option:

Technical, decisional and interpersonal
Technical, human, and conceptual
Interpersonal, informational and decisional
Conceptual, communication and networking

Afaaq

Solved By Afaaq # 15 of 20 (Start time: 09:30:02 PM) Total Marks: 1
Which path-goal leadership style leads to greater satisfaction when tasks are ambiguous or stressful?
Select correct option:

Directive
Supportive

Participative

Reactive

Solved By Afaaq # 16 of 20 (Start time: 09:30:48 PM) Total Marks: 1
A national culture characteristic describing the extend to which a society feels threatened by uncertain and ambiguous situation and tries to avoid them is called_____
Select correct option:

Short Term Orientation
Long Term Orientation
Uncertainty Avoidance
Performance Orientation

Solved By Afaaq # 17 of 20 (Start time: 09:32:20 PM) Total Marks: 1
What sort of actions is most likely to be attributed to external causes?
Select correct option:

Actions that have high distinctiveness, high consensus and high consistency
Actions that have high distinctiveness, high consensus and low consistency
Actions that have high distinctiveness, low consensus and low consistency
Actions that have low distinctiveness, low consistency and high consensus

Solved By Afaaq # 18 of 20 (Start time: 09:33:53 PM) Total Marks: 1
Which of the following is NOT true of charismatic leaders?
Select correct option:

They have behavior that is unconventional

They are willing to take high personal risk

Afaaq

They have a vision and the ability to articulate the vision

They show consistency with their followers' behaviors

Solved By Afaaq # 19 of 20 (Start time: 09:34:56 PM) Total Marks: 1
Which of the following statements best characterizes self-managed teams?
Select correct option:

Their team members often have low levels of job satisfaction
Their team members prefer to work alone

Their productivity is generally low

They perform poorly during times of employee layoffs

Solved By Afaaq # 20 of 20 (Start time: 09:36:04 PM) Total Marks: 1
Which of the following tactics involves an individual in the decision-making process?
Select correct option:

Ingratiation

Exchange

Pressure

Inspirational appeals

Solved By Afaaq # 3 of 20 (Start time: 09:38:24 PM) Total Marks: 1
What trait does a decision maker need to have if they are to fully appraise a problem and even see problems that others are not aware of?
Select correct option:

Creativity
Conceptual style

Intuition

Individuality

Difficulty in expressing emotions by an individual and understanding other's emotions is termed as:
Select correct option:

Afaaq

Anemia
Thalassemia
Alexithymia
Myopia

Positive Mood includes all the following feelings EXCEPT:
Select correct option:

Excitement
Enthusiasm
Hostility
Overjoy

Solved By Afaaq # 6 of 20 (Start time: 09:42:39 PM) Total Marks: 1
Miss Manaal, HR Executive of XYZ company, rejected all those candidates who graduated from ABC University. It is an example of:
Select correct option:

Projection
Selective Perception
Stereotyping
Halo effect

Solved By Afaaq # 7 of 20 (Start time: 09:43:44 PM) Total Marks: 1
What term is used for the extent to which an individual displays different behaviors in different situations?
Select correct option:

Continuity

Integrity
Stability
Distinctiveness

Solved By Afaaq # 8 of 20 (Start time: 09:44:53 PM) Total Marks: 1
The tendency to be sociable,outspoken and friendly is known as
Select correct option:

Openness to Experience
Self Monitoring
Extroversion Introversion

Afaaq

Solved By Afaaq # 10 of 20 (Start time: 09:47:01 PM) Total Marks: 1
What does consensus refer to in attribution theory?
Select correct option:

There is general agreement about a perception
Different people perceive a situation similarly

Different people respond the same way in the same situation (correct)
All people behave precisely the same way in certain situations

.

Which of the following statements is true?
Select correct option:

Older employees have lower rates of avoidable absence than younger workers
Older employees are more likely to quit their job than younger workers
Older employees are perceived to be more flexible than younger workers
Older employees generally have lower productivity than younger workers

Solved By Afaaq # 12 of 20 (Start time: 09:49:47 PM) Total Marks: 1
The primary change agents in an organization are:
Select correct option:

Employees
Managers
Leaders
Stakeholders

Solved By Afaaq # 13 of 20 (Start time: 09:50:52 PM) Total Marks: 1
Biological Characteristics included the following EXCEPT:
Select correct option:

Marital Status
Gender
Color
Age

Which of the following leaders are characterized by self-confidence and confidence in subordinates, have ideological vision and high expectations from subordinates?
Select correct option:

Charismatic leaders

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Transactional leader

Transformational leader

Directive leader

Solved By Afaaq # 15 of 20 (Start time: 09:53:52 PM) Total Marks: 1
Which of the following leadership behaviors are identified by the path-goal theory?
Select correct option:

Supportive, employee-oriented, laissez-faire and participative
Achievement-oriented, supportive, humanistic, and directive
Participative, achievement-oriented, directive, and supportive
Directive, participative, supportive, and laissez-faire

Which of the following statements best characterizes self-managed teams?
Select correct option:

Their team members often have low levels of job satisfaction
Their team members prefer to work alone

Their productivity is generally low

They perform poorly during times of employee layoffs

Solved By Afaaq # 17 of 20 (Start time: 09:56:32 PM) Total Marks: 1
Protecting the interests of deprived and less powerful is known as_____
Select correct option:

Obligation
Right
Justice
Duty

Solved By Afaaq # 18 of 20 (Start time: 09:57:29 PM) Total Marks: 1
Which of the following is NOT a key component of emotional intelligence?
Select correct option:

Self-awareness
Self-management
Commitment
Empathy

Afaaq

Solved By Afaaq # 19 of 20 (Start time: 09:59:01 PM) Total Marks: 1
Which of the following is 'NOT' one of the most common reasons people join groups?
Select correct option:

Security

Status

Equity

Power

Solved By Afaaq # 20 of 20 (Start time: 10:00:19 PM) Total Marks: 1
Ahmed believes that men perform better in oral presentations than women. What shortcut has been used in this case?
Select correct option:

The halo effect

The contrast effect

Projection

Stereotyping

Done By Muhammad Afaaq 19-07-2010

Rizwan is low on conscientiousness. This would lead you to suspect that which of the following statements is most likely to be true about Rizwan?
Select correct option:
He will be easily distracted
He will find comfort in the familiar
He will be comfortable with solitude
He will be nervous, depressed, and insecure

Which of the following is not a biographical characteristic?
Select correct option:
Region
Age
Sex

Afaaq

Race

Which of the following values would be most likely to be considered a terminal value by Rockeach?
Select correct option:
Ambition
Self-control
Broad-mindedness
Sense of accomplishment

People who consistently believe they control their own destinies have a/an _____.
Select correct option:
Type A personality
High self esteem
Internal locus of control
External locus of control

Which of the following is the strength of the matrix structure?
Select correct option:
Economies of scale
Social empowerment
Ability to facilitate coordination
Adherence to chain of command

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?
Select correct option:
Selective perception
The contrast effect
The halo effect
Stereotyping

Which one of the following is consistent with a simple structure?
Select correct option:
High centralization
High employee discretion
Standardization
Bureaucracy

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?
Select correct option:
Nominal group

Aiaq

Brainstorm
Electronic meeting
Groupthink

Using operant conditioning, which of the following is NOT a method that can be used to change behavior?
Select correct option:
Negative reinforcement
Punishment
Counseling
Positive reinforcement

In which stage of the conflict process does conflict become visible?
Select correct option:
Illumination
Intentions
Behavior
Cognition

Miss Manaal, HR Executive of XYZ company, rejected all those candidates who graduated from ABC University. It is an example of:
Select correct option:
Projection
Selective Perception
Stereotyping
Halo effect

Mr.Nasir usually achieves high goals and perform well in difficult tasks because he believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?
Select correct option:
Self Efficacy
Locus of Control
Self Monitoring
Self Esteem

How is gain-sharing an improvement on profit sharing?
Select correct option:
It focuses on productivity gains rather than profits
Superior employees can receive incentive even when the organization isn't profitable
It does not distribute profits, only gains in profits
It rewards behaviors that are less influenced by external factors

Ataaq

Which of the following leadership behaviors are identified by the path-goal theory?
Select correct option:
Supportive, employee-oriented, laissez-faire and participative
Achievement-oriented, supportive, humanistic, and directive
Participative, achievement-oriented, directive, and supportive
Directive, participative, supportive, and laissez-faire

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?
Select correct option:
To avoid the stereotyping effect
To avoid the halo effect
To avoid the contrast effect
To avoid the projection effect

Solved By Afaaq # 1 of 15 (Start time: 06:02:06 AM) Total Marks: 1
Asad is informing employees about the new disciplinary actions approved by the higher management. This is an example of:
Select correct option:

Upward communication
Downward communication
Diagonal communication
Horizontal communication

Solved By Afaaq # 2 of 15 (Start time: 06:03:20 AM) Total Marks: 1
Which of the following is not a core topic of organizational behavior?
Select correct option:

Motivation
Attitude development
Conflict
Resource allocation

Solved By Afaaq # 3 of 15 (Start time: 06:04:35 AM) Total Marks: 1
When all communication is channeled through one person, which of the following communication network exists?
Select correct option:

Direct
Chain
Lateral
Wheel

Solved By Afaaq # 4 of 15 (Start time: 06:05:22 AM) Total Marks: 1
Which of the following is NOT one of the six universal emotions, as agreed upon by

Afaaq

most contemporary researchers?
Select correct option:

Anger
Fear
Hate
Sadness

Solved By Afaaq # 5 of 15 (Start time: 06:05:56 AM) Total Marks: 1
Decrease in tenure can increase
Select correct option:

Innovation
Productivity
Creativity
Absenteeism

Solved By Afaaq # 6 of 15 (Start time: 06:07:23 AM) Total Marks: 1
The Fiedler model proposes:
Select correct option:

Changing the leader
Changing the situation
Matching leaders and situations
Changing the employees

Solved By Afaaq # 7 of 15 (Start time: 06:08:49 AM) Total Marks: 1
While managing political behaviors in organization, the manager requires discouraging:
Select correct option:

Negotiation
Relationships
Self interest
Dialogue

Solved By Afaaq # 8 of 15 (Start time: 06:10:11 AM) Total Marks: 1
Mr.Adnan is an effective and good manager because he has the ability to handle emotions of employees.Which element of Emotional intelligence is Mr.Adnan equipped with?
Select correct option:

Social Skill
Empathy
Self Motivation
Self Management

Solved By Afaaq # 9 of 15 (Start time: 06:11:01 AM) Total Marks: 1

Afaaq

Which of the following conflicts are almost always dysfunctional?
Select correct option:

Task
Relationship
Process
Personal

Solved By Afaaq # 10 of 15 (Start time: 06:12:27 AM) Total Marks: 1
Which of the following is an important moderator of the satisfaction-turnover relationship?
Select correct option:

Organization's culture
Management style
Employee's level of performance
Employee's values and attitudes

Solved By Afaaq # 11 of 15 (Start time: 06:13:38 AM) Total Marks: 1
If everyone who is faced with a similar situation responds in the same way,attribution theory states that the behavior shows _____.
Select correct option:

Consensus
Similarity
Reliability
Consistency

Solved By Afaaq # 12 of 15 (Start time: 06:14:00 AM) Total Marks: 1
Which of the following is NOT an individual factor related to political behavior?
Select correct option:

Organizational investment
Perceived job alternatives
Zero-sum reward practices
Level of self-monitoring

Solved By Afaaq # 13 of 15 (Start time: 06:15:24 AM) Total Marks: 1
Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?
Select correct option:

Women show greater emotional expression
Men express emotions more intensely
Women express emotions more intensely
Men express anger more frequently

Afaaq

Solved By Afaaq # 14 of 15 (Start time: 06:16:27 AM) Total Marks: 1
Mr.Ajmal is considered as one of the most organized and self-disciplined employee of XYZ company. He is exhibiting which of the following dimension of the Big five model of personality?
Select correct option:

Agreeableness
Open to Experience
Conscientiousness
Emotional Stability

Solved By Afaaq # 15 of 15 (Start time: 06:17:50 AM) Total Marks: 1
Which one of the following group types is organizationally determined?
Select correct option:

Task
Work
Authority
Social

Solved By Afaaq # 1 of 15 (Start time: 09:19:10 AM) Total Marks: 1

Organizational part having legitimacy and official recognition is called

Select correct option:

Non Governmental Organization

Formal Organization

International Organization

Informal Organization

Afaaq

Solved By Afaaq # 2 of 15 (Start time: 09:19:29 AM) Total Marks: 1

The time at which an object or event is seen is an example of what type of factor influencing the perceptual process?

Select correct option:

Perceiver

Target

Reality

Situation

Solved By Afaaq # 3 of 15 (Start time: 09:19:54 AM) Total Marks: 1

Which of the following is NOT a step involved in rational decision making model

Select correct option:

Selecting the best alternative

Evaluating the alternatives

Evaluating the Problem

Defining the problem

Afaaq

Solved By Afaaq # 4 of 15 (Start time: 09:20:14 AM) Total Marks: 1

Your boss never gives you the benefit of the doubt. When you were late back from lunch, he assumed that you had simply taken too much time. He never considered that the elevators were out and you had to walk up 10 flights of stairs. Your boss is guilty of _____.

Select correct option:

Self-serving bias

Selective perception

Fundamental attribution error

Inconsistency

Afaaq

Solved By Afaaq # 5 of 15 (Start time: 09:20:36 AM) Total Marks: 1

Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?

Select correct option:

Women show greater emotional expression

Men express emotions more intensely

Women express emotions more intensely

Men express anger more frequently

Solved By Afaaq # 6 of 15 (Start time: 09:20:50 AM) Total Marks: 1

Skills needed to all level of organization_____

Select correct option:

Human, conceptual, analytical, technical, decision making

Human and technical skills

Computer, conceptual, and technical skills

Human Skills

Solved By Afaaq # 7 of 15 (Start time: 09:22:11 AM) Total Marks: 1

Achievements, Honesty, Fairness and Concern for other are related with _____

Values

Select correct option:

Afaaq

Personal

Work

Instrumental

Terminal

Solved By Afaaq # 8 of 15 (Start time: 09:22:33 AM) Total Marks: 1

The tendency to be sociable,outspoken and friendly is known as

Select correct option:

Openness to Experience

Self Monitoring

Extroversion

Introversion

Solved By Afaaq # 10 of 15 (Start time: 09:23:06 AM) Total Marks: 1

Increasingly, we can expect that women will be hired into _____ positions.

Select correct option:

Unskilled

Afaaq

Traditionally female

Socially-oriented

Professional

Solved By Afaaq # 11 of 15 (Start time: 09:23:21 AM) Total Marks: 1

Which of Hofstede's dimensions is the degree to which people in a country prefer structured to unstructured situations?

Select correct option:

Collectivism

Power distance

Long-term orientation

Uncertainty avoidance

Afaaq

Solved By Afaaq # 12 of 15 (Start time: 09:23:32 AM) Total Marks: 1

Factors other than satisfaction that impact one's decision to leave a current job include all of the following EXCEPT:

Select correct option:

Labor market conditions

Length of tenure with the organization

Expectations about alternative job opportunities

Organizational citizenship behavior

Solved By Afaaq # 13 of 15 (Start time: 09:23:50 AM) Total Marks: 1

What are the three primary determinants of behavior that organizational behavior focuses upon?

Select correct option:

Individuals, profit structure, and job satisfaction

Individuals, groups, and job satisfaction

Groups, structure, and profit structure

Individuals, groups, and structure

Solved By Afaaq # 14 of 15 (Start time: 09:24:14 AM) Total Marks: 1

Afaaq

An obligation not to leave organization in difficult times on moral and ethical grounds is called_____

Select correct option:

Normative commitment

Continuance commitment

Affective commitment

All of above

Afaaq

Solved By Afaaq # 15 of 15 (Start time: 09:25:09 AM) Total Marks: 1

Job appraisal is the part of_____

Select correct option:

Sociology

Anthropology

Psychology

Political science

Solved By Afaaq # 1 of 15 (Start time: 09:55:47 AM) Total Marks: 1

Job satisfaction is best described as _____.

Select correct option:

A result

A value

An attitude

A discipline

Solved By Afaaq # 2 of 15 (Start time: 09:56:00 AM) Total Marks: 1

What term is used for intense feelings that are directed at someone or something?

Select correct option:

Affect

Cognition

Thoughts

Emotions

Solved By Afaaq # 3 of 15 (Start time: 09:56:14 AM) Total Marks: 1

A permanent change which occurs in the behavior due to experience is known as

Select correct option:

Ability

Learning

Afaaq

Motivation

Knowledge

Solved By Afaaq # 4 of 15 (Start time: 09:56:40 AM) Total Marks: 1

Increasingly, we can expect that women will be hired into _____ positions.

Select correct option:

Unskilled

Traditionally female

Socially-oriented

Professional

Solved By Afaaq # 5 of 15 (Start time: 09:57:01 AM) Total Marks: 1

Ahmed believes that men perform better in oral presentations than women. What shortcut has been used in this case?

Select correct option:

The halo effect

The contrast effect

Projection

Afaaq

Stereotyping

Solved By Afaaq # 7 of 15 (Start time: 09:57:30 AM) Total Marks: 1

Sadaf has a low absenteeism rate. She takes responsibility for his health and has good health habits. She is likely to have a(an):

Select correct option:

Internal locus of control

External locus of control

Core locus of control

High emotional stability level

Solved By Afaaq # 8 of 15 (Start time: 09:57:47 AM) Total Marks: 1

Positive Mood includes all the following feelings EXCEPT:

Select correct option:

Excitement

Enthusiasm

Hostility

Overjoy

Afaaq

Solved By Afaaq # 9 of 15 (Start time: 09:58:03 AM) Total Marks: 1

Ali migrated from Pakistan to a foreign country. He is disorientated by the country's customs and has difficulty in adapting it. He also feels homesickness. What is Ali experiencing?

Select correct option:

Culture shock

Foreign culture

Alien culture

Adventure

Solved By Afaaq # 10 of 15 (Start time: 09:58:14 AM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

Technical, human, and conceptual

Afaaq

Interpersonal, informational and decisional

Conceptual, communication and networking

Solved By Afaaq # 11 of 15 (Start time: 09:58:40 AM) Total Marks: 1

Which of the following is true of people with a Type A personality?

Select correct option:

They are generally content with their place in the world

They generally feel little need to discuss their achievements

They are easy going and relaxed that's why take no tension of work

They have an intense desire to achieve and are extremely competitive

Solved By Afaaq # 12 of 15 (Start time: 09:59:10 AM) Total Marks: 1

The tendency of perceiving the job performance of the employees as good is known as_____

Select correct option:

Central Tendency

Harshness

Afaaq

Leniency

Halo Effect

Solved By Afaaq # 13 of 15 (Start time: 09:59:22 AM) Total Marks: 1

A group comprises of employees who work together to complete a particular task or project is known as:

Select correct option:

Interest groups

Command group

Task group

Friendship groups

Solved By Afaaq # 14 of 15 (Start time: 09:59:52 AM) Total Marks: 1

All of the following are Decision-making styles EXCEPT:

Select correct option:

Analytical

Conceptual

Ethical

Afaaq

Behavioral

Solved By Afaaq # 15 of 15 (Start time: 10:00:06 AM) Total Marks: 1

Which of the following is the most productive stage in group development?

Select correct option:

Producing

Increasing

Maturity

Performing

Solved By Afaaq # 1 of 15 (Start time: 06:02:06 AM) Total Marks: 1

Asad is informing employees about the new disciplinary actions approved by the higher management. This is an example of:

Select correct option:

Upward communication

Downward communication

Afaaq

Diagonal communication

Horizontal communication

Solved By Afaaq # 2 of 15 (Start time: 06:03:20 AM) Total Marks: 1

Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Conflict

Resource allocation

Solved By Afaaq # 3 of 15 (Start time: 06:04:35 AM) Total Marks: 1

When all communication is channeled through one person, which of the following communication network exists?

Select correct option:

Direct

Chain

Lateral

Wheel

Solved By Afaaq # 4 of 15 (Start time: 06:05:22 AM) Total Marks: 1

Afaaq

Which of the following is NOT one of the six universal emotions, as agreed upon by most contemporary researchers?

Select correct option:

Anger

Fear

Hate

Sadness

Solved By Afaaq # 5 of 15 (Start time: 06:05:56 AM) Total Marks: 1

Decrease in tenure can increase

Select correct option:

Innovation

Productivity

Creativity

Absenteeism

Solved By Afaaq # 6 of 15 (Start time: 06:07:23 AM) Total Marks: 1

The Fiedler model proposes:

Select correct option:

Changing the leader

Afaaq

Changing the situation

Matching leaders and situations

Changing the employees

Solved By Afaaq # 7 of 15 (Start time: 06:08:49 AM) Total Marks: 1

While managing political behaviors in organization, the manager requires discouraging:

Select correct option:

Negotiation

Relationships

Self interest

Dialogue

Solved By Afaaq # 8 of 15 (Start time: 06:10:11 AM) Total Marks: 1

Mr.Adnan is an effective and good manager because he has the ability to handle emotions of employees.Which element of Emotional intelligence is Mr.Adnan equipped with?

Select correct option:

Social Skill

Empathy

Self Motivation

Self Management

Afaaq

Solved By Afaaq # 9 of 15 (Start time: 06:11:01 AM) Total Marks: 1

Which of the following conflicts are almost always dysfunctional?

Select correct option:

Task

Relationship

Process

Personal

Solved By Afaaq # 10 of 15 (Start time: 06:12:27 AM) Total Marks: 1

Which of the following is an important moderator of the satisfaction-turnover relationship?

Select correct option:

Organizationâ€™s culture

Management style

Employeeâ€™s level of performance

Employeeâ€™s values and attitudes

Solved By Afaaq # 11 of 15 (Start time: 06:13:38 AM) Total Marks: 1

If everyone who is faced with a similar situation responds in the same way,attribution theory states that the behavior shows _____.

Select correct option:

Afaaq

Consensus

Similarity

Reliability

Consistency

Solved By Afaaq # 12 of 15 (Start time: 06:14:00 AM) Total Marks: 1

Which of the following is NOT an individual factor related to political behavior?

Select correct option:

Organizational investment

Perceived job alternatives

Zero-sum reward practices

Level of self-monitoring

Solved By Afaaq # 13 of 15 (Start time: 06:15:24 AM) Total Marks: 1

Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?

Select correct option:

Women show greater emotional expression

Men express emotions more intensely

Women express emotions more intensely

Afaaq

Men express anger more frequently

Solved By Afaaq # 14 of 15 (Start time: 06:16:27 AM) Total Marks: 1

Mr.Ajmal is considered as one of the most organized and self-disciplined employee of XYZ company. He is exhibiting which of the following dimension of the Big five model of personality?

Select correct option:

Agreeableness

Open to Experience

Conscientiousness

Emotional Stability

Solved By Afaaq # 15 of 15 (Start time: 06:17:50 AM) Total Marks: 1

Which one of the following group types is organizationally determined?

Select correct option:

Task

Work

Authority

Social

Afaaq

Which of the following is the strength of the matrix structure?

Select correct option:

Economies of scale

Social empowerment

Ability to facilitate coordination

Adherence to chain of command

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Which one of the following is consistent with a simple structure?

Select correct option:

High centralization

High employee discretion

Standardization

Bureaucracy

Ataaq

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Groupthink

Using operant conditioning, which of the following is NOT a method that can be used to change behavior?

Select correct option:

Negative reinforcement

Punishment

Counseling

Positive reinforcement

In which stage of the conflict process does conflict become visible?

Select correct option:

Illumination

Intentions

Behavior

Cognition

Ataaq

Rizwan is low on conscientiousness. This would lead you to suspect that which of the following statements is most likely to be true about Rizwan?

Select correct option:

He will be easily distracted

He will find comfort in the familiar

He will be comfortable with solitude

He will be nervous, depressed, and insecure

Which of the following is not a biographical characteristic?

Select correct option:

Region

Age

***

Race

Which of the following values would be most likely to be considered a terminal value by Rockeach?

Select correct option:

Ambition

Self-control

Broad-mindedness

Sense of accomplishment

Afaaq

People who consistently believe they control their own destinies have a/an _____.

Select correct option:

Type A personality

High self esteem

Internal locus of control

External locus of control

Miss Manaal, HR Executive of XYZ company, rejected all those candidates who graduated from ABC University. It is an example of:

Select correct option:

Projection

Selective Perception

Stereotyping

Halo effect

Mr.Nasir usually achieves high goals and perform well in difficult tasks because he believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?

Select correct option:

Self Efficacy

Locus of Control

Self Monitoring

Self Esteem

Ataaq

How is gain-sharing an improvement on profit sharing?

Select correct option:

It focuses on productivity gains rather than profits

Superior employees can receive incentive even when the organization isnâ€™t profitable

It does not distribute profits, only gains in profits

It rewards behaviors that are less influenced by external factors

Which of the following leadership behaviors are identified by the path-goal theory?

Select correct option:

Supportive, employee-oriented, laissez-faire and participative

Achievement-oriented, supportive, humanistic, and directive

Participative, achievement-oriented, directive, and supportive

Directive, participative, supportive, and laissez-faire

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?

Select correct option:

To avoid the stereotyping effect

To avoid the halo effect

To avoid the contrast effect

To avoid the projection effect

Afaq

Solved By Afaaq # 1 of 15 (Start time: 06:42:27 AM) Total Marks: 1

In the late 1940s, most manufacturing jobs in industrialized countries were being done with high _____.

Select correct option:

Departmentalization

Decentralization

Work specialization

Generalized structure

Solved By Afaaq # 2 of 15 (Start time: 06:43:01 AM) Total Marks: 1

Ali wants to buy a motor bike. He goes to the showroom and sees different models of bikes. He likes one of them very much and wants to purchase it. He asks the price from dealer which is more then his range. Both of them then negotiate over price. This is an example of:

Select correct option:

BATNA

Distributive negotiation

Integrative negotiation

Third party negotiation

Solved By Afaaq # 3 of 15 (Start time: 06:44:07 AM) Total Marks: 1

Afaaq

Self-managed teams are typically comprised of how many members?

Select correct option:

2-5

5-10

10-15

Over 100

Solved By Afaaq # 4 of 15 (Start time: 06:44:55 AM) Total Marks: 1

In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Solved By Afaaq # 5 of 15 (Start time: 06:46:23 AM) Total Marks: 1

Mr. Rahman discusses job related problems with supervisor and attempts to improve conditions actively. It is an example of which of the following ways through which employees express dissatisfaction?

Select correct option:

Afaaq

Neglect

Loyalty

Exit

Voice

Solved By Afaaq # 6 of 15 (Start time: 06:47:05 AM) Total Marks: 1

What term is used for the extent to which an individual displays different behaviors in different situations?

Select correct option:

Continuity

Integrity

Stability

Distinctiveness

Solved By Afaaq # 7 of 15 (Start time: 06:47:33 AM) Total Marks: 1

Which of the following term is used to define tendency to draw a general impression about an individual on the basis of a single characteristic?

Select correct option:

Contrast Effect

Halo effect

Afaaq

Self-Serving bias

Selective Perception

Solved By Afaaq # 8 of 15 (Start time: 06:47:51 AM) Total Marks: 1

All of the following are characteristics of the organic model except:

Select correct option:

Cross-functional teams

Narrow spans of control

Cross-hierarchical teams

Employee discretion

Solved By Afaaq # 9 of 15 (Start time: 06:49:01 AM) Total Marks: 1

Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

Select correct option:

Social Interaction

Commitment

Charisma

Leadership Skills

Solved By Afaaq # 10 of 15 (Start time: 06:49:18 AM) Total Marks: 1

Afaaq

Zahid is undergoing a great deal of stress at his job. Zahid performs several duties during the course of a day and finds that the accomplishment of one duty directly competes or interferes with the successful accomplishment of another duty. It can be said that Zahid is most probably experiencing:

Select correct option:

Role ambiguity

Role conflict

Personal conflict

Relationship conflict

Solved By Afaaq # 11 of 15 (Start time: 06:50:20 AM) Total Marks: 1

Which of the following is one of the most popular ways to group activities?

Select correct option:

Product

Function

Geography

Process

Solved By Afaaq # 12 of 15 (Start time: 06:51:37 AM) Total Marks: 1

Imran is the head of a group at an advertising agency working with artists and designers to come up with effective branding of new products. Why is it particularly important for

Afaaq

him to keep his team happy?

Select correct option:

People are more conscientious when they are in a good mood

People are more efficient when they are in a good mood

People are more productive when they are in a good mood

People are more creative when they are in a good mood

Solved By Afaaq # 13 of 15 (Start time: 06:51:56 AM) Total Marks: 1

The organizational design of ZIA enterprise is characterized by a low degree of departmentalization, wide spans of control, authority centralized in a single person, and little formalization. What is the organizational design of ZIA enterprise?

Select correct option:

Bureaucracy

Matrix organization

Simple structure

Team structure

Solved By Afaaq # 14 of 15 (Start time: 06:52:58 AM) Total Marks: 1

The divisional head of P&B Corporation notices that some managers with wide spans of control seem to perform more effectively than other managers with similarly-sized spans of control. Which of the following statements is most likely true regarding the high-

Afaaq

performing managers?

Select correct option:

These managers are paid higher salaries than the low-performing managers

The employees within their departments have poor communication with each other

These managers discourage employee autonomy, which produces uniform results

The employees within their departments are highly skilled and knowledgeable

Solved By Afaaq # 15 of 15 (Start time: 06:54:26 AM) Total Marks: 1

Management roles(Interpersonal, Informational,Decisional) were coined by

Select correct option:

Henry Mintzberg

Peter Drucker

Michael E. Porter

Bill Gates

Solved By Afaaq # 1 of 15 (Start time: 12:34:00 AM) Total Marks: 1

Self-managed teams are typically comprised of how many members?

Select correct option:

2-5

5-10

Afaaq

10-15

Over 100

Solved By Afaaq # 2 of 15 (Start time: 12:34:34 AM) Total Marks: 1

In attribution theory, what is distinctiveness?

Select correct option:

Whether an individual displays consistent behaviors in different situations

Whether an individual displays different behaviors in different situations

Whether an individual displays consistent behaviors in similar situations

Whether an individual displays different behaviors in similar situations

Solved By Afaaq # 3 of 15 (Start time: 12:35:07 AM) Total Marks: 1

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Groupthink

Solved By Afaaq # 4 of 15 (Start time: 12:35:40 AM) Total Marks: 1

Afaaq

Job satisfaction is best described as _____.

Select correct option:

A result

A value

An attitude

A discipline

Solved By Afaaq # 5 of 15 (Start time: 12:36:04 AM) Total Marks: 1

Sadaf has a low absenteeism rate. She takes responsibility for his health and has good health habits. She is likely to have a(an):

Select correct option:

Internal locus of control

External locus of control

Core locus of control

High emotional stability level

Solved By Afaaq # 6 of 15 (Start time: 12:36:28 AM) Total Marks: 1

When we rank an individualâ€™s values in order of their _____, we obtain the personâ€™s value system.

Select correct option:

Afaaq

Intensity

Content

Context

Social needs

Solved By Afaaq # 7 of 15 (Start time: 12:37:00 AM) Total Marks: 1

An individual most likely to engage in political behavior would have all of the following except a/an :

Select correct option:

High need for power

High ability to self monitor

High charisma rating

Internal locus of control

Solved By Afaaq # 8 of 15 (Start time: 12:38:12 AM) Total Marks: 1

Celebrities are paid millions of dollars to endorse products in commercials because the advertisers believe the celebrities have which of the following power?

Select correct option:

Personal

Referent

Expert

Afaaq

Legitimate

Solved By Afaaq # 9 of 15 (Start time: 12:39:25 AM) Total Marks: 1

Which of the following is the term used to refer to establishing effective relationships with key people inside and/or outside an organization?

Select correct option:

Networking

Politicking

Interest group

Lobbying

Solved By Afaaq # 10 of 15 (Start time: 12:40:06 AM) Total Marks: 1

Decrease in tenure can increase

Select correct option:

Innovation

Productivity

Creativity

Absenteeism

Solved By Afaaq # 11 of 15 (Start time: 12:41:11 AM) Total Marks: 1

Which of the following techniques most restricts discussion or interpersonal

Afaaq

communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Formal process

Solved By Afaaq # 12 of 15 (Start time: 12:41:37 AM) Total Marks: 1

Which of the following type of leader is likely to have the most profound effect on his or her followers?

Select correct option:

Educational

Directive

Transformational

Transactional

Solved By Afaaq # 13 of 15 (Start time: 12:42:04 AM) Total Marks: 1

What is the term used for a general impression about an individual based on a single characteristic such as intelligence, sociability, or appearance?

Select correct option:

Afaaq

The contrast effect

Personal bias

The halo effect

Projection

Solved By Afaaq # 14 of 15 (Start time: 12:42:26 AM) Total Marks: 1

Which of the following is NOT true of charismatic leaders?

Select correct option:

They have behavior that is unconventional

They are willing to take high personal risk

They have a vision and the ability to articulate the vision

They show consistency with their followersâ€™ behaviors

Solved By Afaaq # 15 of 15 (Start time: 12:42:56 AM) Total Marks: 1

Zahid is undergoing a great deal of stress at his job. Zahid performs several duties during the course of a day and finds that the accomplishment of one duty directly competes or interferes with the successful accomplishment of another duty. It can be said that Zahid is most probably experiencing:

Select correct option:

Role ambiguity

Role conflict

Afaaq

Personal conflict

Relationship conflict

Which of Hofstedeâ€™s dimensions is the degree to which people in a country prefer structured to unstructured situations?

Select correct option:

Collectivism

Power distance

Long-term orientation

Uncertainty avoidance

Which of the following type of leader is likely to have the most profound effect on his or her followers?

Select correct option:

Educational

Directive

Transformational

Transactional

As a manager, one of Aliâ€™s duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ali performing, when he does

Aiaaq

this?

Select correct option:

Leadership role

Monitor role

Figurehead role

Spokesperson role

What is generally the result of groupthink?

Select correct option:

Higher quality decisions

More risky decisions

Less critical analysis

Unpopular decisions

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?

Select correct option:

The perceivers

The target

The context

Ataaq

The situation

Which one of the following would be considered a motivator in the two-factor theory?

Select correct option:

Salary

Bonuses

Working conditions

Responsibility

Asad is informing employees about the new disciplinary actions approved by the higher management. This is an example of:

Select correct option:

Upward communication

Downward communication

Diagonal communication

Horizontal communication

Zahid is undergoing a great deal of stress at his job. Zahid performs several duties during the course of a day and finds that the accomplishment of one duty directly competes or interferes with the successful accomplishment of another duty. It can be said that Zahid is most probably experiencing:

Ataaq

Select correct option:

Role ambiguity

Role conflict

Personal conflict

Relationship conflict

Which of the following leadership model integrates the expectancy theory of motivation with the Ohio State leadership research?

Select correct option:

Path-goal

Contingency

Leader-participation

Leader-member exchange

Mr. Fahad believes that the participation of employees in all aspects of company decision making is essential, Which management philosophy is he following?

Select correct option:

ERG Theory

Theory X

Theory Y

Ataaq

Theory Z

Which of the following types of teams would most likely empower its team members to make work-related decisions?

Select correct option:

Technical

Self-managed

Problem-solving

Management

Which of the following is LEAST likely to create dependency?

Select correct option:

Importance

Non substitutability

Power legitimacy

Supply and demand

_____ focuses on the study of people in relation to their social environment.

Select correct option:

Aiaaq

Psychology

Sociology

Corporate strategy

Political science

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Formal process

_____ creates problem for employees when their job requires to display emotions incompatible with their actual feelings

Select correct option:

Depression

Emotional Labor

Stress

Anxiety

Ajaq

Solved By Afaaq # 1 of 15 (Start time: 12:02:59 AM) Total Marks: 1

Celebrities are paid millions of dollars to endorse products in commercials because the advertisers believe the celebrities have which of the following power?

Select correct option:

Personal

Referent

Expert

Legitimate

Solved By Afaaq # 2 of 15 (Start time: 12:04:23 AM) Total Marks: 1

The more consistent a behavior, the more the observer is inclined to ___.

Select correct option:

Attribute it to interpretation

Attribute it to internal causes

Attribute it to consensus

Attribute it to external causes

Solved By Afaaq # 3 of 15 (Start time: 12:05:05 AM) Total Marks: 1

Why most organizations develop multiple suppliers rather than give their business to only one?

Select correct option:

Afaaq

To increase knowledge and information

To develop interdependence

To reduce dependency

To maximize power

Solved By Afaaq # 4 of 15 (Start time: 12:05:40 AM) Total Marks: 1

Which of the following is NOT an individual factor related to political behavior?

Select correct option:

Organizational investment

Perceived job alternatives

Zero-sum reward practices

Level of self-monitoring

Solved By Afaaq # 5 of 15 (Start time: 12:07:06 AM) Total Marks: 1

The categories of causes or sources of conflict include all of the following EXCEPT:

Select correct option:

Communication

Structure

Group interaction

Personal variables

Afaaq

Solved By Afaaq # 6 of 15 (Start time: 12:08:31 AM) Total Marks: 1

Sana is an honest and straightforward person. She believes her employees are all similarly honest and straightforward, ignoring signs that they may be manipulating her. What perceptual shortcut is Sana most likely using?

Select correct option:

Contrast effect

Halo effect

Stereotyping

Projection

Solved By Afaaq # 7 of 15 (Start time: 12:09:32 AM) Total Marks: 1

Which one of the following is NOT implied in the definition of power?

Select correct option:

Influence

Potential

Dependency

Actualization

Solved By Afaaq # 8 of 15 (Start time: 12:10:26 AM) Total Marks: 1

Which of the following statements about the determinants of personality is true?

Afaaq

Select correct option:

Personality appears to be a result of external factors

Personality appears to be a result of mainly hereditary factors

Personality appears to be a result of mainly environmental factors

Personality appears to be a result of both hereditary and environmental factors

Solved By Afaaq # 9 of 15 (Start time: 12:11:25 AM) Total Marks: 1

_____ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

Select correct option:

Formal organization

Informal organization

Business organization

Government organization

Solved By Afaaq # 10 of 15 (Start time: 12:12:05 AM) Total Marks: 1

What do we call the process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment?

Select correct option:

Perception

Afaaq

Interpretation

Social verification

Environmental analysis

Solved By Afaaq # 11 of 15 (Start time: 12:13:00 AM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

Technical, human, and conceptual

Interpersonal, informational and decisional

Conceptual, communication and networking

Solved By Afaaq # 12 of 15 (Start time: 12:13:47 AM) Total Marks: 1

Which of the following is NOT a key component of emotional intelligence?

Select correct option:

Self-awareness

Self-management

Commitment

Empathy

Afaaq

Solved By Afaaq # 13 of 15 (Start time: 12:14:43 AM) Total Marks: 1

When your superior offers you a raise if you will perform additional work beyond the requirements of your job, he/she is exercising which of the following power?

Select correct option:

Legitimate

Coercive

Reward

Personal

Solved By Afaaq # 15 of 15 (Start time: 12:16:49 AM) Total Marks: 1

Which of the following is NOT consistent with rational decision-making?

Select correct option:

Consistency

Value-maximizing

Restraints

Ranking of criteria

Solved By Afaaq # 1 of 15 (Start time: 11:52:11 PM) Total Marks: 1

The more consistent a behavior, the more the observer is inclined to ___.

Select correct option:

Afaaq

Attribute it to interpretation

Attribute it to internal causes

Attribute it to consensus

Attribute it to external causes

Solved By Afaaq # 2 of 15 (Start time: 11:53:21 PM) Total Marks: 1

Mr. Hussain is a salesperson. He remembers the names of his customers easily because he is able to retain and recall past experience. He is able in which of the following dimensions of intellectual ability?

Select correct option:

Memory

Number Aptitude

Deductive Reasoning

Perceptual speed

Solved By Afaaq # 3 of 15 (Start time: 11:54:40 PM) Total Marks: 1

Which of the following is the most important criterion in determining whether conflict is functional or dysfunctional?

Select correct option:

Overall morale

Turnover rates

Afaaq

Absenteeism levels

Performance

Solved By Afaaq # 4 of 15 (Start time: 11:55:42 PM) Total Marks: 1

In Maslow's Hierarchy of needs, the individual's sence of belonging and love is classified in which of the following needs?

Select correct option:

Self-Actualization Needs

Esteem Needs

Safety Needs

Social Needs

Solved By Afaaq # 5 of 15 (Start time: 11:56:45 PM) Total Marks: 1

Hanif is dissatisfied with his job but believes that his supervisor is a good man who will do the right thing. Hanif has decided that if he just waits, conditions will improve.

Henryâ€™s approach to this problem is termed as:

Select correct option:

Exit

Voice

Loyalty

Afaaq

Neglect

Solved By Afaaq # 6 of 15 (Start time: 11:57:43 PM) Total Marks: 1

Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures oneâ€™s actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Attitudes are a measure of how the worth of an object, person or event is evaluated

Solved By Afaaq # 7 of 15 (Start time: 11:59:11 PM) Total Marks: 1

Workers in Pakistan are entitled to receive pension, medical facilities and gratuity come under:

Select correct option:

Human Rights

Moral Rights

Legal Rights

Personal Rights

Afaaq

___ is a measure of how organizations are becoming more heterogeneous in terms of gender, race, and ethnicity.

Select correct option:

Workforce diversity

Affirmative action

Organizational culture

Operational homogeneity

You have been assigned the task of setting up a work team for a software development project. The team must operate very quickly to meet stringent deadlines and as the quality of the project depends highly on Teamâ€™s output, so it must also work very accurately. Which of the following communication network structures should you choose for this team?

Select correct option:

Chain

Wheel

Grapevine

All-channel

The study which enables us to learn about human beings, their activities and societies is known as

Aiaq

Select correct option:

Political Science

Sociology

Anthropology

Organizational Behavior

The belief that â€œviolence is wrongâ€□ is an evaluative statement. Such an opinion constitutes which of the following component of an attitude?

Select correct option:

Cognitive

Affective

Behavioral

Reflective

Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Conflict

Resource allocation

Ataaq

Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of _____study.

Select correct option:

Organizational

Intuitive

Theoretical

Systematic

Asifa telephones her mother to inform that she will come late from college because of late practical. In this communication process, telephone is the:

Select correct option:

Receiver

Medium

Message

Decoder

Organizational part having legitimacy and official recognition is called

Select correct option:

Non Governmental Organization

Afaaq

Formal Organization

International Organization

Informal Organization

Barriers to Social perception includes all EXCEPT:

Select correct option:

Halo effect

Stereotyping

Projection

Selective Perception

Mr.Fahad's one day salary was deducted because of his uninformed leave, as he was already warned about this behavior. It is an example of which method of shaping behaviors?

Select correct option:

Reinforcement

Positive Reinforcement

Punishment

Negative Reinforcement

Mr. Ehsan, Manager ABC Company found that skills of workers and machinery used by

Afaaq

them as compared to the competitors in the market are obsolete within a year, which type of challenge ABC Company is facing?

Select correct option:

Globalization and Culture

High Quality and Low Quality

Rapid Pace of Change

Multiple Stakeholders

Sabohi has a job which pays an excellent salary. She has a good relationship with her peers and her supervisors. She also likes the fact that the company policy fits well with what she personally believes, and that she has received considerable recognition for her achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Sabohi loves her job?

Select correct option:

High compensation

Good nature of peer relationships

Good nature of supervisor relationships

Recognition for her achievements

Adil wants to get credit from the bank but bank can not approve credit to him because of past slow pay record. The bank manager and Adil meet and agree on a win-win solution

Aiaq

that meets the need of both parties by involving a guarantee that will ensure payment if not made with in prescribed period. This is an example of

Select correct option:

Compromising intention

Accommodating intention

Distributive negotiation

Integrative negotiation

Saad comes to you with a request for funds for a project. He reminds you that company policy supports his position. He is using the tactic of :

Select correct option:

Coalitions

Consultation

Legitimacy

Pressure

Solved By Afaaq # 1 of 15 (Start time: 11:10:31 PM) Total Marks: 1

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

Afaaq

A high degree of risk

Overcoming obstacles

Personal empowerment

Solved By Afaaq # 2 of 15 (Start time: 11:10:59 PM) Total Marks: 1

Asma has composed a list of concerns along with her suggestions for improving conditions. Asma is dealing with her dissatisfaction through ___.

Select correct option:

Exit

Voice

Loyalty

Neglect

Solved By Afaaq # 3 of 15 (Start time: 11:11:56 PM) Total Marks: 1

Political behaviors usually _____.

Select correct option:

Are counterproductive to individual goals

Are seen only in large organizations

Are expected as part of each job requirement

Lie outside of an individualâ€™s specified job requirements

Afaaq

Solved By Afaaq # 4 of 15 (Start time: 11:13:07 PM) Total Marks: 1

Which of the following option shows the quality of continuing steadily despite of problems or difficulties?

Select correct option:

Persistence

Intensity

Direction

Meditation

Solved By Afaaq # 7 of 15 (Start time: 11:15:26 PM) Total Marks: 1

Your companyâ€™s director of human resources suggests that the problem with the recruitment process is not the interviewers, but rather the fact that the interviewers lack a clear understanding of the traits and skills required for each position. Which type of team would be most likely to assemble to compile a list of the required skills?

Select correct option:

Virtual team

Self-managed team

Task force

Problem-solving team

Solved By Afaaq # 8 of 15 (Start time: 11:16:16 PM) Total Marks: 1

Afaaq

What is the last step in the Rational Decision-Making Model?

Select correct option:

Developing alternatives

Collecting relevant data

Weighing the decision criteria

Computing the optimal decision

Solved By Afaaq # 9 of 15 (Start time: 11:16:57 PM) Total Marks: 1

Asifa telephones her mother to inform that she will come late from college because of late practical. In this communication process, telephone is the:

Select correct option:

Receiver

Medium

Message

Decoder

Solved By Afaaq # 10 of 15 (Start time: 11:17:24 PM) Total Marks: 1

If you wish to emphasize the importance of making decisions consistent with fundamental liberties and privileges, the focus of your teaching will also be on which of the following?

Select correct option:

Afaaq

Utilitarianism

Justice

Rights

Privilege

Solved By Afaaq # 11 of 15 (Start time: 11:18:50 PM) Total Marks: 1

While managing political behaviors in organization, the manager requires discouraging:

Select correct option:

Negotiation

Relationships

Self interest

Dialogue

Solved By Afaaq # 12 of 15 (Start time: 11:19:26 PM) Total Marks: 1

All of the following are true about learning EXCEPT that it :

Select correct option:

Can have a very short duration

Requires a change in behavior

Requires some form of experience

Affects aptitude

Afaaq

Solved By Afaaq # 13 of 15 (Start time: 11:20:15 PM) Total Marks: 1

Which of the following is not considered as a characteristic of organizations?

Select correct option:

Social entities

Goal oriented

Closed system

Deliberately structured

Solved By Afaaq # 14 of 15 (Start time: 11:20:34 PM) Total Marks: 1

When all communication is channeled through one person, which of the following communication network exists?

Select correct option:

Direct

Chain

Lateral

Wheel

Solved By Afaaq # 15 of 15 (Start time: 11:21:02 PM) Total Marks: 1

Which of the following is not one of the four primary management functions?

Select correct option:

Afaaq

Planning

Staffing

Organizing

Leading

Solved By Afaaq # 1 of 15 (Start time: 10:39:25 PM) Total Marks: 1

Some individuals promote their image by describing others with whom they are associated in a positive light. These individuals are using which of the following impression management technique?

Select correct option:

Conformity

Flattery

Association

Self-promotion

Solved By Afaaq # 2 of 15 (Start time: 10:40:54 PM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

Afaaq

Technical, human, and conceptual

Interpersonal, informational and decisional

Conceptual, communication and networking

Solved By Afaaq # 3 of 15 (Start time: 10:41:25 PM) Total Marks: 1

Characteristics such as age, gender and marital status are known as _____

Select correct option:

Psychographic characteristics

Biographical characteristics

Geographical characteristics

Behavioral characteristics

Solved By Afaaq # 4 of 15 (Start time: 10:41:56 PM) Total Marks: 1

Ali believes that he received an appropriate salary increase this year but he does not believe that the companyâ€™s methods for determining salary increases were fair. He believes that there is a problem with the firmâ€™s ___ justice.

Select correct option:

Interpersonal

Distributive

Equity

Procedural

Afaaq

Solved By Afaaq # 5 of 15 (Start time: 10:42:53 PM) Total Marks: 1

Which one of the following words is the best synonym for â€œabilityâ€□, as the term is used in organizational behavior?

Select correct option:

Motivation

Capacity

Experience

Wisdom

Solved By Afaaq # 6 of 15 (Start time: 10:43:23 PM) Total Marks: 1

Saad comes to you with a request for funds for a project. He reminds you that company policy supports his position. He is using the tactic of :

Select correct option:

Coalitions

Consultation

Legitimacy

Pressure

Solved By Afaaq # 8 of 15 (Start time: 10:50:19 PM) Total Marks: 1

Which of the following is not one of the four primary management functions?

Afaaq

Select correct option:

Planning

Staffing

Organizing

Leading

Solved By Afaaq # 9 of 15 (Start time: 10:50:50 PM) Total Marks: 1

People with which type of personality trait commonly make poor decisions because they make them too fast?

Select correct option:

Type As

Type Bs

Self-monitors

Extroverts

Solved By Afaaq # 10 of 15 (Start time: 10:52:07 PM) Total Marks: 1

Achievements, Honesty, Fairness and Concern for other are related with _____

Values

Select correct option:

Personal

Afaaq

Work

Instrumental

Terminal

Solved By Afaaq # 11 of 15 (Start time: 10:53:31 PM) Total Marks: 1

Which of the following would be least likely to pose a barrier to cross-cultural communications?

Select correct option:

Tone difference

Word connotations

Political correctness

Differences among perceptions

Solved By Afaaq # 12 of 15 (Start time: 10:54:18 PM) Total Marks: 1

Job satisfaction is best described as _____.

Select correct option:

A result

A value

An attitude

A discipline

Afaaq

Solved By Afaaq # 13 of 15 (Start time: 10:55:42 PM) Total Marks: 1

How is the satisfying decision maker best characterized?

Select correct option:

As using rationality

As using bounded rationality

As affected by anchoring bias

As relying on others to make decisions

Solved By Afaaq # 1 of 15 (Start time: 10:26:23 PM) Total Marks: 1

Which of the following is NOT a step in the negotiation process?

Select correct option:

Definition of ground rules

Clarification and justification

Process evaluation

Preparation and planning

Solved By Afaaq # 2 of 15 (Start time: 10:27:13 PM) Total Marks: 1

Usman is an action-oriented person who shows initiative and persists determinedly to change things. Which of the following best describe his personality?

Select correct option:

Afaaq

Proactive

Aggressive

Introvert

Nonassertive

Solved By Afaaq # 3 of 15 (Start time: 10:28:42 PM) Total Marks: 1

Which is NOT a type of conflict identified by the interactionist view?

Select correct option:

Organizational

Relationship

Process

Institutional

Solved By Afaaq # 4 of 15 (Start time: 10:29:10 PM) Total Marks: 1

Rater Errors comprised of the following EXCEPT:

Select correct option:

Central Tendency

Leniency

Mis-perception

Harshness

Afaaq

Solved By Afaaq # 5 of 15 (Start time: 10:30:20 PM) Total Marks: 1

Which of the following factors make it imperative that organizations be fast and flexible?

Select correct option:

Temporariness

Corporate excess

Advances in corporate strategy

Globalization

Solved By Afaaq # 6 of 15 (Start time: 10:30:45 PM) Total Marks: 1

Management functions of planning, organizing, leading and controlling were first classified by:

Select correct option:

Henry Mintzeberg

Henri Fayol

Marry Parker

Stephen Covey

Solved By Afaaq # 7 of 15 (Start time: 10:31:02 PM) Total Marks: 1

Using operant conditioning, which of the following is NOT a method that can be used to change behavior?

Select correct option:

Afaaq

Negative reinforcement

Punishment

Counseling

Positive reinforcement

Solved By Afaaq # 8 of 15 (Start time: 10:31:45 PM) Total Marks: 1

Which of the following network structure requires high emergence of leadership?

Select correct option:

Wheel

Chain

All-channel

Diverse

Solved By Afaaq # 9 of 15 (Start time: 10:31:59 PM) Total Marks: 1

The managers of a multinational company are located in Taiwan, India, Brazil, and the United States. Which group decision-making technique seems most reasonable for this organization?

Select correct option:

A postal service interaction

A brainstorming session

Afaaq

A nominal group

An electronic meeting

Solved By Afaaq # 10 of 15 (Start time: 10:32:29 PM) Total Marks: 1

Which of the following is NOT an important issue relating to goal-setting theory?

Select correct option:

Goal specificity

Equity among co-workers

Feedback

Defining the goal

Solved By Afaaq # 11 of 15 (Start time: 10:33:02 PM) Total Marks: 1

In the following steps in decision making, which would come first?

Select correct option:

Generate alternatives

Rating of alternative

Make a choice

Implement the decision

Solved By Afaaq # 12 of 15 (Start time: 10:34:28 PM) Total Marks: 1

Which of the following types of teams would most likely empower its team members to

Afaaq

make work-related decisions?

Select correct option:

Technical

Self-managed

Problem-solving

Management

Solved By Afaaq # 13 of 15 (Start time: 10:35:26 PM) Total Marks: 1

Which of the following terminal values was ranked as the most important by executives?

Select correct option:

Freedom

Self-respect

Family security

Social security

Solved By Afaaq # 14 of 15 (Start time: 10:35:59 PM) Total Marks: 1

Which of the following statements is true pertaining to the role of personality traits in negotiations?

Select correct option:

Charming personalities quickly resolve the conflicts

Afaaq

Competent individuals make excellent negotiations

Extraverts are less effective negotiators than introverts

Individuals with an internal locus of control are better negotiators

Solved By Afaaq # 15 of 15 (Start time: 10:37:30 PM) Total Marks: 1

An OB study would be least likely to be used to focus on which of the following problems?

Select correct option:

An increase in absenteeism at a certain company

A fall in productivity in one shift of a manufacturing plant

A decrease in sales due to growing foreign competition

Excessive turnover in volunteer workers at a non-profit organization

Solved By Afaaq # 1 of 15 (Start time: 10:12:52 PM) Total Marks: 1

Which of the following is the most important criterion in determining whether conflict is functional or dysfunctional?

Select correct option:

Overall morale

Turnover rates

Absenteeism levels

Performance

Afaaq

Solved By Afaaq # 2 of 15 (Start time: 10:14:01 PM) Total Marks: 1

After which stage of group development the group formed a common set of expectations of member behaviors?

Select correct option:

Norming

Storming

Maturation

Forming

Solved By Afaaq # 3 of 15 (Start time: 10:15:23 PM) Total Marks: 1

_____ refers to manager's mental ability to analyze and diagnose complex situations.

Select correct option:

Human Skill

Managerial Skill

Conceptual Skill

Technical Skill

Solved By Afaaq # 4 of 15 (Start time: 10:16:04 PM) Total Marks: 1

Organizational part having legitimacy and official recognition is called

Afaaq

Select correct option:

Non Governmental Organization

Formal Organization

International Organization

Informal Organization

Solved By Afaaq # 5 of 15 (Start time: 10:16:37 PM) Total Marks: 1

According to attribution theory, which of the following is an example of externally caused behavior?

Select correct option:

An employee is late because of a flat tire

An employee was promoted because of his abilities

An employee was fired because he slept on the job

An employee was promoted because he was hard working

Solved By Afaaq # 6 of 15 (Start time: 10:17:42 PM) Total Marks: 1

An OB study would be least likely to be used to focus on which of the following problems?

Select correct option:

An increase in absenteeism at a certain company

Afaaq

A fall in productivity in one shift of a manufacturing plant

A decrease in sales due to growing foreign competition

Excessive turnover in volunteer workers at a non-profit organization

Solved By Afaaq # 7 of 15 (Start time: 10:18:27 PM) Total Marks: 1

Which of the following factors make it imperative that organizations be fast and flexible?

Select correct option:

Temporariness

Corporate excess

Advances in corporate strategy

Globalization

Solved By Afaaq # 8 of 15 (Start time: 10:19:19 PM) Total Marks: 1

Which of the following is NOT consistent with rational decision-making?

Select correct option:

Consistency

Value-maximizing

Restraints

Ranking of criteria

Solved By Afaaq # 9 of 15 (Start time: 10:19:50 PM) Total Marks: 1

Afaaq

Conflict a mother feels between being a friend to their children and also being a disciplinarian explains which of the following type of conflict?

Select correct option:

Intergroup Conflict

Interpersonal Conflict

Interrole Conflict

Intrarole Conflict

Solved By Afaaq # 10 of 15 (Start time: 10:21:02 PM) Total Marks: 1

Which of the following terminal values was ranked as the most important by executives?

Select correct option:

Freedom

Self-respect

Family security

Social security

Solved By Afaaq # 11 of 15 (Start time: 10:21:35 PM) Total Marks: 1

Determining how tasks are to be grouped is part of which management function?

Select correct option:

Planning

Afaaq

Leading

Controlling

Organizing

Solved By Afaaq # 12 of 15 (Start time: 10:22:13 PM) Total Marks: 1

The two parties eventually agree to ask M.S Qureshi, an attorney and trusted friend, to help them informally to solve their problem. Sam's role is that of a(n):

Select correct option:

Mediator

Arbitrator

Conciliator

Consultant

Solved By Afaaq # 13 of 15 (Start time: 10:23:24 PM) Total Marks: 1

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

Afaaq

Solved By Afaaq # 14 of 15 (Start time: 10:24:07 PM) Total Marks: 1

Miss Manaal, HR Executive of XYZ company, rejected all those candidates who graduated from ABC University. It is an example of:

Select correct option:

Projection

Selective Perception

Stereotyping

Halo effect

Solved By Afaaq # 15 of 15 (Start time: 10:24:34 PM) Total Marks: 1

The study which enables us to learn about human beings, their activities and societies is known as

Select correct option:

Political Science

Sociology

Anthropology

Organizational Behavior

Solved By Afaaq # 9 of 15 (Start time: 09:49:38 PM) Total Marks: 1

A high score in which dimension of the Big Five model predicts good job performance for all occupational groups?

Afaaq

Select correct option:

Agreeableness

Conscientiousness

Emotional stability

Openness to experience

Solved By Afaaq # 10 of 15 (Start time: 09:50:11 PM) Total Marks: 1

Usman is an action-oriented person who shows initiative and persists determinedly to change things. Which of the following best describe his personality?

Select correct option:

Proactive

Aggressive

Introvert

Nonassertive

Solved By Afaaq # 11 of 15 (Start time: 09:51:27 PM) Total Marks: 1

Sabohi has a job which pays an excellent salary. She has a good relationship with her peers and her supervisors. She also likes the fact that the company policy fits well with what she personally believes, and that she has received considerable recognition for her achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Sabohi loves her job?

Select correct option:

High compensation

Afaaq

Good nature of peer relationships

Good nature of supervisor relationships

Recognition for her achievements

Solved By Afaaq # 12 of 15 (Start time: 09:52:39 PM) Total Marks: 1

In the communication process, which of the following steps occurs first?

Select correct option:

Transmitting

Decoding

Encoding

Understanding

Solved By Afaaq # 13 of 15 (Start time: 09:53:14 PM) Total Marks: 1

The CEO of an engineering firm noticed a great deal of difference between the styles of the various department directors. He noticed that some are more charismatic and enthusiastic than others. In identifying this difference, he is looking at the directorsâ€™

_____

Select correct option:

Behaviors

Traits

Personalities

Attitudes

Afaaq

Solved By Afaaq # 14 of 15 (Start time: 09:54:02 PM) Total Marks: 1

Which of the following network structure requires high emergence of leadership?

Select correct option:

Wheel

Chain

All-channel

Diverse

Solved By Afaaq # 15 of 15 (Start time: 09:55:08 PM) Total Marks: 1

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

Afaaq

Positive Mood includes all the following feelings EXCEPT:

Select correct option:

Excitement

Enthusiasm

Hostility

Overjoy

Which of the following statements is NOT true?

Select correct option:

Satisfied employees are likely to be more productive

Dissatisfied employees are more likely to miss work

Satisfied employees increase customer satisfaction and loyalty

The most effective way to improve job satisfaction is a raise in pay

Which of the following term is used to describe broad range of feelings that people experience?

Select correct option:

Mood

Affect

Ajaq

Emotion

Emotional Intelligence

Todayâ€™s managers understand that the success of any effort at improving quality and productivity must include ___.

Select correct option:

Quality management programs

Customer service improvements

Employeeâ€™s participation

Manufacturing simplification

Which of the following is an important moderator of the satisfaction-turnover relationship?

Select correct option:

Organizationâ€™s culture

Management style

Employeeâ€™s level of performance

Employeeâ€™s values and attitudes

The most important aspect of power is probably that it:

Select correct option:

Aiaaq

Involves control

Tends to corrupt people

Is counterproductive

Is a function of dependency?

What is the last step in Rational decision making model?

Select correct option:

Identifying the decision criteria

Selecting the best alternative

Defining the problem

Evaluating the alternatives

When your superior offers you a raise if you will perform additional work beyond the requirements of your job, he/she is exercising which of the following power?

Select correct option:

Legitimate

Coercive

Reward

Personal

Ajaq

Ali wants to buy a motor bike. He goes to the showroom and sees different models of bikes. He likes one of them very much and wants to purchase it. He asks the price from dealer which is more then his range. Both of them then negotiate over price. This is an example of:

Select correct option:

BATNA

Distributive negotiation

Integrative negotiation

Third party negotiation

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Which of the following is the term used to refer to establishing effective relationships with key people inside and/or outside an organization?

Select correct option:

Ataaq

Networking

Politicking

Interest group

Lobbying

Your organization is considering the use of group decision making. What do you think will be the advantage of group decision making?

Select correct option:

Group decision making will be faster

Group discussions will be shared equally

There will be increased acceptance of the decision

Group decision making will be very costly

The organizations offer employee stock ownership programs to gain which of the following benefit?

Select correct option:

Increasing employee satisfaction

Reducing salaries

Reducing stress

Increasing productivity

Ajaq

Todayâ€™s managers understand that the success of any effort at improving quality and productivity must include _____.

Select correct option:

Select correct option:

Quality management programs

Customer service improvements

Employeeâ€™s participation

Manufacturing simplification

Which of the following leadership behaviors are identified by the path-goal theory?

Select correct option:

Supportive, employee-oriented, laissez-faire and participative

Achievement-oriented, supportive, humanistic, and directive

Participative, achievement-oriented, directive, and supportive

Directive, participative, supportive, and laissez-faire

Mr. Ehsan, 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?

Select correct option:

Globalization and Culture

High Quality and Low Quality

Rapid Pace of Change

Afaaq

Multiple Stakeholders

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Intentions

Behavior

Cognition

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Word connotations

Political correctness

Differences among perceptions

Aiaq

_____ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

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Projection

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Positive Reinforcement

Ataaq

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The more consistent a behavior, the more the observer is inclined to ___.

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Attribute it to interpretation

Attribute it to internal causes

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Type Bs

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Ataaq

Height

Brain size

Experience

Factors other than satisfaction that impact oneâ€™s decision to leave a current job include all of the following EXCEPT:

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Voice

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Ataaq

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Core locus of control

High emotional stability level

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Feedback

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Afaaq

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Operations analysts

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Punitive

Positional

Authoritative

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A nominal group

An electronic meeting

Afaaq

Solved By Afaaq # 5 of 15 (Start time: 05:21:29 AM) Total Marks: 1

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Select correct option:

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Categorizing

Halo effect

Prototyping

Solved By Afaaq # 6 of 15 (Start time: 05:22:47 AM) Total Marks: 1

Sana is an honest and straightforward person. She believes her employees are all similarly honest and straightforward, ignoring signs that they may be manipulating her.

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Afaaq

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Leadership

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Afaaq

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Theory X and Theory Y

Hierarchy of Needs

ERG Theory

Theory Z

Solved By Afaaq # 11 of 15 (Start time: 05:26:00 AM) Total Marks: 1

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Accommodating intention

Afaaq

Distributive negotiation

Integrative negotiation

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Relationships

Self interest

Dialogue

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Controlling

Organizing

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Afaaq

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Chain

Direct

Wheel

All-channel

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Ahmed believes that men perform better in oral presentations than women. What shortcut has been used in this case?

Select correct option:

The halo effect

The contrast effect

Projection

Stereotyping

Solved By Afaaq # 1 of 15 (Start time: 06:02:06 AM) Total Marks: 1

Asad is informing employees about the new disciplinary actions approved by the higher management. This is an example of:

Select correct option:

Upward communication

Afaaq

Downward communication

Diagonal communication

Horizontal communication

Solved By Afaaq # 2 of 15 (Start time: 06:03:20 AM) Total Marks: 1

Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Conflict

Resource allocation

Solved By Afaaq # 3 of 15 (Start time: 06:04:35 AM) Total Marks: 1

When all communication is channeled through one person, which of the following communication network exists?

Select correct option:

Direct

Chain

Lateral

Wheel

Afaaq

Solved By Afaaq # 4 of 15 (Start time: 06:05:22 AM) Total Marks: 1

Which of the following is NOT one of the six universal emotions, as agreed upon by most contemporary researchers?

Select correct option:

Anger

Fear

Hate

Sadness

Solved By Afaaq # 5 of 15 (Start time: 06:05:56 AM) Total Marks: 1

Decrease in tenure can increase

Select correct option:

Innovation

Productivity

Creativity

Absenteeism

Solved By Afaaq # 6 of 15 (Start time: 06:07:23 AM) Total Marks: 1

The Fiedler model proposes:

Select correct option:

Afaaq

Changing the leader

Changing the situation

Matching leaders and situations

Changing the employees

Solved By Afaaq # 7 of 15 (Start time: 06:08:49 AM) Total Marks: 1

While managing political behaviors in organization, the manager requires discouraging:

Select correct option:

Negotiation

Relationships

Self interest

Dialogue

Solved By Afaaq # 8 of 15 (Start time: 06:10:11 AM) Total Marks: 1

Mr.Adnan is an effective and good manager because he has the ability to handle emotions of employees.Which element of Emotional intelligence is Mr.Adnan equipped with?

Select correct option:

Social Skill

Empathy

Self Motivation

Self Management

Afaaq

Solved By Afaaq # 9 of 15 (Start time: 06:11:01 AM) Total Marks: 1

Which of the following conflicts are almost always dysfunctional?

Select correct option:

Task

Relationship

Process

Personal

Solved By Afaaq # 10 of 15 (Start time: 06:12:27 AM) Total Marks: 1

Which of the following is an important moderator of the satisfaction-turnover relationship?

Select correct option:

Organizationâ€™s culture

Management style

Employeeâ€™s level of performance

Employeeâ€™s values and attitudes

Solved By Afaaq # 11 of 15 (Start time: 06:13:38 AM) Total Marks: 1

If everyone who is faced with a similar situation responds in the same way,attribution theory states that the behavior shows _____.

Afaaq

Select correct option:

Consensus

Similarity

Reliability

Consistency

Solved By Afaaq # 12 of 15 (Start time: 06:14:00 AM) Total Marks: 1

Which of the following is NOT an individual factor related to political behavior?

Select correct option:

Organizational investment

Perceived job alternatives

Zero-sum reward practices

Level of self-monitoring

Solved By Afaaq # 13 of 15 (Start time: 06:15:24 AM) Total Marks: 1

Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?

Select correct option:

Women show greater emotional expression

Men express emotions more intensely

Afaaq

Women express emotions more intensely

Men express anger more frequently

Solved By Afaaq # 14 of 15 (Start time: 06:16:27 AM) Total Marks: 1

Mr.Ajmal is considered as one of the most organized and self-disciplined employee of XYZ company. He is exhibiting which of the following dimension of the Big five model of personality?

Select correct option:

Agreeableness

Open to Experience

Conscientiousness

Emotional Stability

Solved By Afaaq # 15 of 15 (Start time: 06:17:50 AM) Total Marks: 1

Which one of the following group types is organizationally determined?

Select correct option:

Task

Work

Authority

Social

Afaaq

Which of the following is the strength of the matrix structure?

Select correct option:

Economies of scale

Social empowerment

Ability to facilitate coordination

Adherence to chain of command

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Which one of the following is consistent with a simple structure?

Select correct option:

High centralization

High employee discretion

Standardization

Bureaucracy

Ataaq

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Groupthink

Using operant conditioning, which of the following is NOT a method that can be used to change behavior?

Select correct option:

Negative reinforcement

Punishment

Counseling

Positive reinforcement

In which stage of the conflict process does conflict become visible?

Select correct option:

Illumination

Intentions

Behavior

Cognition

Ataaq

Rizwan is low on conscientiousness. This would lead you to suspect that which of the following statements is most likely to be true about Rizwan?

Select correct option:

He will be easily distracted

He will find comfort in the familiar

He will be comfortable with solitude

He will be nervous, depressed, and insecure

Which of the following is not a biographical characteristic?

Select correct option:

Region

Age

***

Race

Which of the following values would be most likely to be considered a terminal value by Rockeach?

Select correct option:

Ambition

Self-control

Broad-mindedness

Sense of accomplishment

Afaaq

People who consistently believe they control their own destinies have a/an _____.

Select correct option:

Type A personality

High self esteem

Internal locus of control

External locus of control

Miss Manaal, HR Executive of XYZ company, rejected all those candidates who graduated from ABC University. It is an example of:

Select correct option:

Projection

Selective Perception

Stereotyping

Halo effect

Mr.Nasir usually achieves high goals and perform well in difficult tasks because he believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?

Select correct option:

Self Efficacy

Locus of Control

Self Monitoring

Self Esteem

Ataaq

How is gain-sharing an improvement on profit sharing?

Select correct option:

It focuses on productivity gains rather than profits

Superior employees can receive incentive even when the organization isnâ€™t profitable

It does not distribute profits, only gains in profits

It rewards behaviors that are less influenced by external factors

Which of the following leadership behaviors are identified by the path-goal theory?

Select correct option:

Supportive, employee-oriented, laissez-faire and participative

Achievement-oriented, supportive, humanistic, and directive

Participative, achievement-oriented, directive, and supportive

Directive, participative, supportive, and laissez-faire

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?

Select correct option:

To avoid the stereotyping effect

To avoid the halo effect

To avoid the contrast effect

To avoid the projection effect

Afaq

Solved By Afaaq # 1 of 15 (Start time: 06:42:27 AM) Total Marks: 1

In the late 1940s, most manufacturing jobs in industrialized countries were being done with high _____.

Select correct option:

Departmentalization

Decentralization

Work specialization

Generalized structure

Solved By Afaaq # 2 of 15 (Start time: 06:43:01 AM) Total Marks: 1

Ali wants to buy a motor bike. He goes to the showroom and sees different models of bikes. He likes one of them very much and wants to purchase it. He asks the price from dealer which is more then his range. Both of them then negotiate over price. This is an example of:

Select correct option:

BATNA

Distributive negotiation

Integrative negotiation

Third party negotiation

Solved By Afaaq # 3 of 15 (Start time: 06:44:07 AM) Total Marks: 1

Afaaq

Self-managed teams are typically comprised of how many members?

Select correct option:

2-5

5-10

10-15

Over 100

Solved By Afaaq # 4 of 15 (Start time: 06:44:55 AM) Total Marks: 1

In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Solved By Afaaq # 5 of 15 (Start time: 06:46:23 AM) Total Marks: 1

Mr. Rahman discusses job related problems with supervisor and attempts to improve conditions actively. It is an example of which of the following ways through which employees express dissatisfaction?

Select correct option:

Afaaq

Neglect

Loyalty

Exit

Voice

Solved By Afaaq # 6 of 15 (Start time: 06:47:05 AM) Total Marks: 1

What term is used for the extent to which an individual displays different behaviors in different situations?

Select correct option:

Continuity

Integrity

Stability

Distinctiveness

Solved By Afaaq # 7 of 15 (Start time: 06:47:33 AM) Total Marks: 1

Which of the following term is used to define tendency to draw a general impression about an individual on the basis of a single characteristic?

Select correct option:

Contrast Effect

Halo effect

Afaaq

Self-Serving bias

Selective Perception

Solved By Afaaq # 8 of 15 (Start time: 06:47:51 AM) Total Marks: 1

All of the following are characteristics of the organic model except:

Select correct option:

Cross-functional teams

Narrow spans of control

Cross-hierarchical teams

Employee discretion

Solved By Afaaq # 9 of 15 (Start time: 06:49:01 AM) Total Marks: 1

Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

Select correct option:

Social Interaction

Commitment

Charisma

Leadership Skills

Solved By Afaaq # 10 of 15 (Start time: 06:49:18 AM) Total Marks: 1

Afaaq

Zahid is undergoing a great deal of stress at his job. Zahid performs several duties during the course of a day and finds that the accomplishment of one duty directly competes or interferes with the successful accomplishment of another duty. It can be said that Zahid is most probably experiencing:

Select correct option:

Role ambiguity

Role conflict

Personal conflict

Relationship conflict

Solved By Afaaq # 11 of 15 (Start time: 06:50:20 AM) Total Marks: 1

Which of the following is one of the most popular ways to group activities?

Select correct option:

Product

Function

Geography

Process

Solved By Afaaq # 12 of 15 (Start time: 06:51:37 AM) Total Marks: 1

Imran is the head of a group at an advertising agency working with artists and designers to come up with effective branding of new products. Why is it particularly important for

Afaaq

him to keep his team happy?

Select correct option:

People are more conscientious when they are in a good mood

People are more efficient when they are in a good mood

People are more productive when they are in a good mood

People are more creative when they are in a good mood

Solved By Afaaq # 13 of 15 (Start time: 06:51:56 AM) Total Marks: 1

The organizational design of ZIA enterprise is characterized by a low degree of departmentalization, wide spans of control, authority centralized in a single person, and little formalization. What is the organizational design of ZIA enterprise?

Select correct option:

Bureaucracy

Matrix organization

Simple structure

Team structure

Solved By Afaaq # 14 of 15 (Start time: 06:52:58 AM) Total Marks: 1

The divisional head of P&B Corporation notices that some managers with wide spans of control seem to perform more effectively than other managers with similarly-sized spans of control. Which of the following statements is most likely true regarding the high-

Afaaq

performing managers?

Select correct option:

These managers are paid higher salaries than the low-performing managers

The employees within their departments have poor communication with each other

These managers discourage employee autonomy, which produces uniform results

The employees within their departments are highly skilled and knowledgeable

Solved By Afaaq # 15 of 15 (Start time: 06:54:26 AM) Total Marks: 1

Management roles(Interpersonal, Informational,Decisional) were coined by

Select correct option:

Henry Mintzberg

Peter Drucker

Michael E. Porter

Bill Gates

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Afaaq

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The contrast effect

Afaaq

Projection

Stereotyping

Todayâ€™s managers understand that the success of any effort at improving quality and productivity must include _____.

Select correct option:

Select correct option:

Quality management programs

Customer service improvements

Employeeâ€™s participation

Manufacturing simplification

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Ataaq

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Political correctness

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Projection

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Ataaq

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Attribute it to consensus

Attribute it to external causes

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Type As

Type Bs

Self-monitors

Extroverts

Ajaq

Which of the following is an environmental force that shapes personality?

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Height

Brain size

Experience

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Length of tenure with the organization

Expectations about alternative job opportunities

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Hanif is dissatisfied with his job but believes that his supervisor is a good man who will do the right thing. Hanif has decided that if he just waits, conditions will improve. Henryâ€™s approach to this problem is termed as:

Select correct option:

Exit

Afaaq

Voice

Loyalty

Neglect

Sadaf has a low absenteeism rate. She takes responsibility for his health and has good health habits. She is likely to have a(an):

Select correct option:

Internal locus of control

External locus of control

Core locus of control

High emotional stability level

Solved By Afaaq # 9 of 15 (Start time: 09:49:38 PM) Total Marks: 1

A high score in which dimension of the Big Five model predicts good job performance for all occupational groups?

Select correct option:

Agreeableness

Conscientiousness

Emotional stability

Openness to experience

Solved By Afaaq # 10 of 15 (Start time: 09:50:11 PM) Total Marks: 1

Afaaq

Usman is an action-oriented person who shows initiative and persists determinedly to change things. Which of the following best describe his personality?

Select correct option:

Proactive

Aggressive

Introvert

Nonassertive

Solved By Afaaq # 11 of 15 (Start time: 09:51:27 PM) Total Marks: 1

Sabohi has a job which pays an excellent salary. She has a good relationship with her peers and her supervisors. She also likes the fact that the company policy fits well with what she personally believes, and that she has received considerable recognition for her achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Sabohi loves her job?

Select correct option:

High compensation

Good nature of peer relationships

Good nature of supervisor relationships

Recognition for her achievements

Solved By Afaaq # 12 of 15 (Start time: 09:52:39 PM) Total Marks: 1

In the communication process, which of the following steps occurs first?

Select correct option:

Afaaq

Transmitting

Decoding

Encoding

Understanding

Solved By Afaaq # 13 of 15 (Start time: 09:53:14 PM) Total Marks: 1

The CEO of an engineering firm noticed a great deal of difference between the styles of the various department directors. He noticed that some are more charismatic and enthusiastic than others. In identifying this difference, he is looking at the directorsâ€™

_____

Select correct option:

Behaviors

Traits

Personalities

Attitudes

Solved By Afaaq # 14 of 15 (Start time: 09:54:02 PM) Total Marks: 1

Which of the following network structure requires high emergence of leadership?

Select correct option:

Wheel

Chain

All-channel

Diverse

Afaaq

Solved By Afaaq # 15 of 15 (Start time: 09:55:08 PM) Total Marks: 1

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

Positive Mood includes all the following feelings EXCEPT:

Select correct option:

Excitement

Enthusiasm

Hostility

Afaaq

Overjoy

Which of the following statements is NOT true?

Select correct option:

Satisfied employees are likely to be more productive

Dissatisfied employees are more likely to miss work

Satisfied employees increase customer satisfaction and loyalty

The most effective way to improve job satisfaction is a raise in pay

Which of the following term is used to describe broad range of feelings that people experience?

Select correct option:

Mood

Affect

Emotion

Emotional Intelligence

Today's managers understand that the success of any effort at improving quality and productivity must include ___.

Select correct option:

Ataaq

Quality management programs

Customer service improvements

Employee's participation

Manufacturing simplification

Which of the following is an important moderator of the satisfaction-turnover relationship?

Select correct option:

Organization's culture

Management style

Employee's level of performance

Employee's values and attitudes

The most important aspect of power is probably that it:

Select correct option:

Involves control

Tends to corrupt people

Is counterproductive

Is a function of dependency?

What is the last step in Rational decision making model?

Ajaq

Select correct option:

Identifying the decision criteria

Selecting the best alternative

Defining the problem

Evaluating the alternatives

When your superior offers you a raise if you will perform additional work beyond the requirements of your job, he/she is exercising which of the following power?

Select correct option:

Legitimate

Coercive

Reward

Personal

Ali wants to buy a motor bike. He goes to the showroom and sees different models of bikes. He likes one of them very much and wants to purchase it. He asks the price from dealer which is more then his range. Both of them then negotiate over price. This is an example of:

Select correct option:

BATNA

Ataaq

Distributive negotiation

Integrative negotiation

Third party negotiation

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Which of the following is the term used to refer to establishing effective relationships with key people inside and/or outside an organization?

Select correct option:

Networking

Politicking

Interest group

Lobbying

Your organization is considering the use of group decision making. What do you think will be the advantage of group decision making?

Afaaq

Select correct option:

Group decision making will be faster

Group discussions will be shared equally

There will be increased acceptance of the decision

Group decision making will be very costly

The organizations offer employee stock ownership programs to gain which of the following benefit?

Select correct option:

Increasing employee satisfaction

Reducing salaries

Reducing stress

Increasing productivity

Solved By Afaaq # 1 of 15 (Start time: 10:12:52 PM) Total Marks: 1

Which of the following is the most important criterion in determining whether conflict is functional or dysfunctional?

Select correct option:

Overall morale

Turnover rates

Afaaq

Absenteeism levels

Performance

Solved By Afaaq # 2 of 15 (Start time: 10:14:01 PM) Total Marks: 1

After which stage of group development the group formed a common set of expectations of member behaviors?

Select correct option:

Norming

Storming

Maturation

Forming

Solved By Afaaq # 3 of 15 (Start time: 10:15:23 PM) Total Marks: 1

_____ refers to manager's mental ability to analyze and diagnose complex situations.

Select correct option:

Human Skill

Managerial Skill

Conceptual Skill

Technical Skill

Afaaq

Solved By Afaaq # 4 of 15 (Start time: 10:16:04 PM) Total Marks: 1

Organizational part having legitimacy and official recognition is called

Select correct option:

Non Governmental Organization

Formal Organization

International Organization

Informal Organization

Solved By Afaaq # 5 of 15 (Start time: 10:16:37 PM) Total Marks: 1

According to attribution theory, which of the following is an example of externally caused behavior?

Select correct option:

An employee is late because of a flat tire

An employee was promoted because of his abilities

An employee was fired because he slept on the job

An employee was promoted because he was hard working

Solved By Afaaq # 6 of 15 (Start time: 10:17:42 PM) Total Marks: 1

An OB study would be least likely to be used to focus on which of the following problems?

Select correct option:

Afaaq

An increase in absenteeism at a certain company

A fall in productivity in one shift of a manufacturing plant

A decrease in sales due to growing foreign competition

Excessive turnover in volunteer workers at a non-profit organization

Solved By Afaaq # 7 of 15 (Start time: 10:18:27 PM) Total Marks: 1

Which of the following factors make it imperative that organizations be fast and flexible?

Select correct option:

Temporariness

Corporate excess

Advances in corporate strategy

Globalization

Solved By Afaaq # 8 of 15 (Start time: 10:19:19 PM) Total Marks: 1

Which of the following is NOT consistent with rational decision-making?

Select correct option:

Consistency

Value-maximizing

Restraints

Ranking of criteria

Afaaq

Solved By Afaaq # 9 of 15 (Start time: 10:19:50 PM) Total Marks: 1

Conflict a mother feels between being a friend to their children and also being a disciplinarian explains which of the following type of conflict?

Select correct option:

Intergroup Conflict

Interpersonal Conflict

Interrole Conflict

Intrarole Conflict

Solved By Afaaq # 10 of 15 (Start time: 10:21:02 PM) Total Marks: 1

Which of the following terminal values was ranked as the most important by executives?

Select correct option:

Freedom

Self-respect

Family security

Social security

Solved By Afaaq # 11 of 15 (Start time: 10:21:35 PM) Total Marks: 1

Determining how tasks are to be grouped is part of which management function?

Select correct option:

Afaaq

Planning

Leading

Controlling

Organizing

Solved By Afaaq # 12 of 15 (Start time: 10:22:13 PM) Total Marks: 1

The two parties eventually agree to ask M.S Qureshi, an attorney and trusted friend, to help them informally to solve their problem. Sam's role is that of a(n):

Select correct option:

Mediator

Arbitrator

Conciliator

Consultant

Solved By Afaaq # 13 of 15 (Start time: 10:23:24 PM) Total Marks: 1

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Afaaq

Personal empowerment

Solved By Afaaq # 14 of 15 (Start time: 10:24:07 PM) Total Marks: 1

Miss Manaal, HR Executive of XYZ company, rejected all those candidates who graduated from ABC University. It is an example of:

Select correct option:

Projection

Selective Perception

Stereotyping

Halo effect

Solved By Afaaq # 15 of 15 (Start time: 10:24:34 PM) Total Marks: 1

The study which enables us to learn about human beings, their activities and societies is known as

Select correct option:

Political Science

Sociology

Anthropology

Organizational Behavior

Afaaq

Solved By Afaaq # 1 of 15 (Start time: 10:26:23 PM) Total Marks: 1

Which of the following is NOT a step in the negotiation process?

Select correct option:

Definition of ground rules

Clarification and justification

Process evaluation

Preparation and planning

Solved By Afaaq # 2 of 15 (Start time: 10:27:13 PM) Total Marks: 1

Usman is an action-oriented person who shows initiative and persists determinedly to change things. Which of the following best describe his personality?

Select correct option:

Proactive

Aggressive

Introvert

Nonassertive

Solved By Afaaq # 3 of 15 (Start time: 10:28:42 PM) Total Marks: 1

Which is NOT a type of conflict identified by the interactionist view?

Select correct option:

Afaaq

Organizational

Relationship

Process

Institutional

Solved By Afaaq # 4 of 15 (Start time: 10:29:10 PM) Total Marks: 1

Rater Errors comprised of the following EXCEPT:

Select correct option:

Central Tendency

Leniency

Mis-perception

Harshness

Solved By Afaaq # 5 of 15 (Start time: 10:30:20 PM) Total Marks: 1

Which of the following factors make it imperative that organizations be fast and flexible?

Select correct option:

Temporariness

Corporate excess

Advances in corporate strategy

Globalization

Afaaq

Solved By Afaaq # 6 of 15 (Start time: 10:30:45 PM) Total Marks: 1

Management functions of planning, organizing, leading and controlling were first classified by:

Select correct option:

Henry Mintzeberg

Henri Fayol

Marry Parker

Stephen Covey

Solved By Afaaq # 7 of 15 (Start time: 10:31:02 PM) Total Marks: 1

Using operant conditioning, which of the following is NOT a method that can be used to change behavior?

Select correct option:

Negative reinforcement

Punishment

Counseling

Positive reinforcement

Solved By Afaaq # 8 of 15 (Start time: 10:31:45 PM) Total Marks: 1

Which of the following network structure requires high emergence of leadership?

Select correct option:

Afaaq

Wheel

Chain

All-channel

Diverse

Solved By Afaaq # 9 of 15 (Start time: 10:31:59 PM) Total Marks: 1

The managers of a multinational company are located in Taiwan, India, Brazil, and the United States. Which group decision-making technique seems most reasonable for this organization?

Select correct option:

A postal service interaction

A brainstorming session

A nominal group

An electronic meeting

Solved By Afaaq # 10 of 15 (Start time: 10:32:29 PM) Total Marks: 1

Which of the following is NOT an important issue relating to goal-setting theory?

Select correct option:

Goal specificity

Equity among co-workers

Afaaq

Feedback

Defining the goal

Solved By Afaaq # 11 of 15 (Start time: 10:33:02 PM) Total Marks: 1

In the following steps in decision making, which would come first?

Select correct option:

Generate alternatives

Rating of alternative

Make a choice

Implement the decision

Solved By Afaaq # 12 of 15 (Start time: 10:34:28 PM) Total Marks: 1

Which of the following types of teams would most likely empower its team members to make work-related decisions?

Select correct option:

Technical

Self-managed

Problem-solving

Management

Solved By Afaaq # 13 of 15 (Start time: 10:35:26 PM) Total Marks: 1

Afaaq

Which of the following terminal values was ranked as the most important by executives?

Select correct option:

Freedom

Self-respect

Family security

Social security

Solved By Afaaq # 14 of 15 (Start time: 10:35:59 PM) Total Marks: 1

Which of the following statements is true pertaining to the role of personality traits in negotiations?

Select correct option:

Charming personalities quickly resolve the conflicts

Competent individuals make excellent negotiations

Extraverts are less effective negotiators than introverts

Individuals with an internal locus of control are better negotiators

Solved By Afaaq # 15 of 15 (Start time: 10:37:30 PM) Total Marks: 1

An OB study would be least likely to be used to focus on which of the following problems?

Select correct option:

Afaaq

An increase in absenteeism at a certain company

A fall in productivity in one shift of a manufacturing plant

A decrease in sales due to growing foreign competition

Excessive turnover in volunteer workers at a non-profit organization

Solved By Afaaq # 1 of 15 (Start time: 10:39:25 PM) Total Marks: 1

Some individuals promote their image by describing others with whom they are associated in a positive light. These individuals are using which of the following impression management technique?

Select correct option:

Conformity

Flattery

Association

Self-promotion

Solved By Afaaq # 2 of 15 (Start time: 10:40:54 PM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

Afaaq

Technical, human, and conceptual

Interpersonal, informational and decisional

Conceptual, communication and networking

Solved By Afaaq # 3 of 15 (Start time: 10:41:25 PM) Total Marks: 1

Characteristics such as age, gender and marital status are known as _____

Select correct option:

Psychographic characteristics

Biographical characteristics

Geographical characteristics

Behavioral characteristics

Solved By Afaaq # 4 of 15 (Start time: 10:41:56 PM) Total Marks: 1

Ali believes that he received an appropriate salary increase this year but he does not believe that the companyâ€™s methods for determining salary increases were fair. He believes that there is a problem with the firmâ€™s ___ justice.

Select correct option:

Interpersonal

Distributive

Equity

Procedural

Afaaq

Solved By Afaaq # 5 of 15 (Start time: 10:42:53 PM) Total Marks: 1

Which one of the following words is the best synonym for â€œabilityâ€□, as the term is used in organizational behavior?

Select correct option:

Motivation

Capacity

Experience

Wisdom

Solved By Afaaq # 6 of 15 (Start time: 10:43:23 PM) Total Marks: 1

Saad comes to you with a request for funds for a project. He reminds you that company policy supports his position. He is using the tactic of :

Select correct option:

Coalitions

Consultation

Legitimacy

Pressure

Solved By Afaaq # 8 of 15 (Start time: 10:50:19 PM) Total Marks: 1

Which of the following is not one of the four primary management functions?

Afaaq

Select correct option:

Planning

Staffing

Organizing

Leading

Solved By Afaaq # 9 of 15 (Start time: 10:50:50 PM) Total Marks: 1

People with which type of personality trait commonly make poor decisions because they make them too fast?

Select correct option:

Type As

Type Bs

Self-monitors

Extroverts

Solved By Afaaq # 10 of 15 (Start time: 10:52:07 PM) Total Marks: 1

Achievements, Honesty, Fairness and Concern for other are related with _____

Values

Select correct option:

Personal

Afaaq

Work

Instrumental

Terminal

Solved By Afaaq # 11 of 15 (Start time: 10:53:31 PM) Total Marks: 1

Which of the following would be least likely to pose a barrier to cross-cultural communications?

Select correct option:

Tone difference

Word connotations

Political correctness

Differences among perceptions

Solved By Afaaq # 12 of 15 (Start time: 10:54:18 PM) Total Marks: 1

Job satisfaction is best described as _____.

Select correct option:

A result

A value

An attitude

A discipline

Afaaq

Solved By Afaaq # 13 of 15 (Start time: 10:55:42 PM) Total Marks: 1

How is the satisfying decision maker best characterized?

Select correct option:

As using rationality

As using bounded rationality

As affected by anchoring bias

As relying on others to make decisions

Solved By Afaaq # 1 of 15 (Start time: 11:10:31 PM) Total Marks: 1

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

Solved By Afaaq # 2 of 15 (Start time: 11:10:59 PM) Total Marks: 1

Asma has composed a list of concerns along with her suggestions for improving conditions. Asma is dealing with her dissatisfaction through ___.

Select correct option:

Afaaq

Exit

Voice

Loyalty

Neglect

Solved By Afaaq # 3 of 15 (Start time: 11:11:56 PM) Total Marks: 1

Political behaviors usually _____.

Select correct option:

Are counterproductive to individual goals

Are seen only in large organizations

Are expected as part of each job requirement

Lie outside of an individualâ€™s specified job requirements

Solved By Afaaq # 4 of 15 (Start time: 11:13:07 PM) Total Marks: 1

Which of the following option shows the quality of continuing steadily despite of problems or difficulties?

Select correct option:

Persistence

Intensity

Direction

Afaaq

Meditation

Solved By Afaaq # 7 of 15 (Start time: 11:15:26 PM) Total Marks: 1

Your companyâ€™s director of human resources suggests that the problem with the recruitment process is not the interviewers, but rather the fact that the interviewers lack a clear understanding of the traits and skills required for each position. Which type of team would be most likely to assemble to compile a list of the required skills?

Select correct option:

Virtual team

Self-managed team

Task force

Problem-solving team

Solved By Afaaq # 8 of 15 (Start time: 11:16:16 PM) Total Marks: 1

What is the last step in the Rational Decision-Making Model?

Select correct option:

Developing alternatives

Collecting relevant data

Weighing the decision criteria

Computing the optimal decision

Afaaq

Solved By Afaaq # 9 of 15 (Start time: 11:16:57 PM) Total Marks: 1

Asifa telephones her mother to inform that she will come late from college because of late practical. In this communication process, telephone is the:

Select correct option:

Receiver

Medium

Message

Decoder

Solved By Afaaq # 10 of 15 (Start time: 11:17:24 PM) Total Marks: 1

If you wish to emphasize the importance of making decisions consistent with fundamental liberties and privileges, the focus of your teaching will also be on which of the following?

Select correct option:

Utilitarianism

Justice

Rights

Privilege

Solved By Afaaq # 11 of 15 (Start time: 11:18:50 PM) Total Marks: 1

While managing political behaviors in organization, the manager requires discouraging:

Afaaq

Select correct option:

Negotiation

Relationships

Self interest

Dialogue

Solved By Afaaq # 12 of 15 (Start time: 11:19:26 PM) Total Marks: 1

All of the following are true about learning EXCEPT that it :

Select correct option:

Can have a very short duration

Requires a change in behavior

Requires some form of experience

Affects aptitude

Solved By Afaaq # 13 of 15 (Start time: 11:20:15 PM) Total Marks: 1

Which of the following is not considered as a characteristic of organizations?

Select correct option:

Social entities

Goal oriented

Closed system

Afaaq

Deliberately structured

Solved By Afaaq # 14 of 15 (Start time: 11:20:34 PM) Total Marks: 1

When all communication is channeled through one person, which of the following communication network exists?

Select correct option:

Direct

Chain

Lateral

Wheel

Solved By Afaaq # 15 of 15 (Start time: 11:21:02 PM) Total Marks: 1

Which of the following is not one of the four primary management functions?

Select correct option:

Planning

Staffing

Organizing

Leading

Afaaq

___ is a measure of how organizations are becoming more heterogeneous in terms of gender, race, and ethnicity.

Select correct option:

Workforce diversity

Affirmative action

Organizational culture

Operational homogeneity

You have been assigned the task of setting up a work team for a software development project. The team must operate very quickly to meet stringent deadlines and as the quality of the project depends highly on Teamâ€™s output, so it must also work very accurately. Which of the following communication network structures should you choose for this team?

Select correct option:

Chain

Wheel

Grapevine

All-channel

The study which enables us to learn about human beings, their activities and societies is known as

Aiaq

Select correct option:

Political Science

Sociology

Anthropology

Organizational Behavior

The belief that â€œviolence is wrongâ€□ is an evaluative statement. Such an opinion constitutes which of the following component of an attitude?

Select correct option:

Cognitive

Affective

Behavioral

Reflective

Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Conflict

Resource allocation

Ataaq

Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of _____study.

Select correct option:

Organizational

Intuitive

Theoretical

Systematic

Asifa telephones her mother to inform that she will come late from college because of late practical. In this communication process, telephone is the:

Select correct option:

Receiver

Medium

Message

Decoder

Organizational part having legitimacy and official recognition is called

Select correct option:

Non Governmental Organization

Afaaq

Formal Organization

International Organization

Informal Organization

Barriers to Social perception includes all EXCEPT:

Select correct option:

Halo effect

Stereotyping

Projection

Selective Perception

Mr.Fahad's one day salary was deducted because of his uninformed leave, as he was already warned about this behavior. It is an example of which method of shaping behaviors?

Select correct option:

Reinforcement

Positive Reinforcement

Punishment

Negative Reinforcement

Mr. Ehsan, Manager ABC Company found that skills of workers and machinery used by

Afaaq

them as compared to the competitors in the market are obsolete within a year, which type of challenge ABC Company is facing?

Select correct option:

Globalization and Culture

High Quality and Low Quality

Rapid Pace of Change

Multiple Stakeholders

Sabohi has a job which pays an excellent salary. She has a good relationship with her peers and her supervisors. She also likes the fact that the company policy fits well with what she personally believes, and that she has received considerable recognition for her achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Sabohi loves her job?

Select correct option:

High compensation

Good nature of peer relationships

Good nature of supervisor relationships

Recognition for her achievements

Adil wants to get credit from the bank but bank can not approve credit to him because of past slow pay record. The bank manager and Adil meet and agree on a win-win solution

Aiaq

that meets the need of both parties by involving a guarantee that will ensure payment if not made with in prescribed period. This is an example of

Select correct option:

Compromising intention

Accommodating intention

Distributive negotiation

Integrative negotiation

Saad comes to you with a request for funds for a project. He reminds you that company policy supports his position. He is using the tactic of :

Select correct option:

Coalitions

Consultation

Legitimacy

Pressure

Afaaq

Solved By Afaaq # 1 of 15 (Start time: 11:52:11 PM) Total Marks: 1

The more consistent a behavior, the more the observer is inclined to ___.

Select correct option:

Attribute it to interpretation

Attribute it to internal causes

Attribute it to consensus

Attribute it to external causes

Solved By Afaaq # 2 of 15 (Start time: 11:53:21 PM) Total Marks: 1

Mr. Hussain is a salesperson. He remembers the names of his customers easily because he is able to retain and recall past experience. He is able in which of the following dimensions of intellectual ability?

Select correct option:

Memory

Number Aptitude

Deductive Reasoning

Perceptual speed

Solved By Afaaq # 3 of 15 (Start time: 11:54:40 PM) Total Marks: 1

Which of the following is the most important criterion in determining whether conflict is functional or dysfunctional?

Select correct option:

Overall morale

Turnover rates

Afaaq

Absenteeism levels

Performance

Solved By Afaaq # 4 of 15 (Start time: 11:55:42 PM) Total Marks: 1

In Maslow's Hierarchy of needs, the individual's sence of belonging and love is classified in which of the following needs?

Select correct option:

Self-Actualization Needs

Esteem Needs

Safety Needs

Social Needs

Solved By Afaaq # 5 of 15 (Start time: 11:56:45 PM) Total Marks: 1

Hanif is dissatisfied with his job but believes that his supervisor is a good man who will do the right thing. Hanif has decided that if he just waits, conditions will improve.

Henryâ€™s approach to this problem is termed as:

Select correct option:

Exit

Voice

Loyalty

Afaaq

Neglect

Solved By Afaaq # 6 of 15 (Start time: 11:57:43 PM) Total Marks: 1

Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures oneâ€™s actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Attitudes are a measure of how the worth of an object, person or event is evaluated

Solved By Afaaq # 7 of 15 (Start time: 11:59:11 PM) Total Marks: 1

Workers in Pakistan are entitled to receive pension, medical facilities and gratuity come under:

Select correct option:

Human Rights

Moral Rights

Legal Rights

Personal Rights

Afaaq

Solved By Afaaq # 1 of 15 (Start time: 12:02:59 AM) Total Marks: 1

Celebrities are paid millions of dollars to endorse products in commercials because the advertisers believe the celebrities have which of the following power?

Select correct option:

Personal

Referent

Expert

Legitimate

Solved By Afaaq # 2 of 15 (Start time: 12:04:23 AM) Total Marks: 1

The more consistent a behavior, the more the observer is inclined to ___.

Select correct option:

Attribute it to interpretation

Attribute it to internal causes

Attribute it to consensus

Attribute it to external causes

Solved By Afaaq # 3 of 15 (Start time: 12:05:05 AM) Total Marks: 1

Why most organizations develop multiple suppliers rather than give their business to only one?

Select correct option:

Afaaq

To increase knowledge and information

To develop interdependence

To reduce dependency

To maximize power

Solved By Afaaq # 4 of 15 (Start time: 12:05:40 AM) Total Marks: 1

Which of the following is NOT an individual factor related to political behavior?

Select correct option:

Organizational investment

Perceived job alternatives

Zero-sum reward practices

Level of self-monitoring

Solved By Afaaq # 5 of 15 (Start time: 12:07:06 AM) Total Marks: 1

The categories of causes or sources of conflict include all of the following EXCEPT:

Select correct option:

Communication

Structure

Group interaction

Personal variables

Afaaq

Solved By Afaaq # 6 of 15 (Start time: 12:08:31 AM) Total Marks: 1

Sana is an honest and straightforward person. She believes her employees are all similarly honest and straightforward, ignoring signs that they may be manipulating her. What perceptual shortcut is Sana most likely using?

Select correct option:

Contrast effect

Halo effect

Stereotyping

Projection

Solved By Afaaq # 7 of 15 (Start time: 12:09:32 AM) Total Marks: 1

Which one of the following is NOT implied in the definition of power?

Select correct option:

Influence

Potential

Dependency

Actualization

Solved By Afaaq # 8 of 15 (Start time: 12:10:26 AM) Total Marks: 1

Which of the following statements about the determinants of personality is true?

Afaaq

Select correct option:

Personality appears to be a result of external factors

Personality appears to be a result of mainly hereditary factors

Personality appears to be a result of mainly environmental factors

Personality appears to be a result of both hereditary and environmental factors

Solved By Afaaq # 9 of 15 (Start time: 12:11:25 AM) Total Marks: 1

_____ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

Select correct option:

Formal organization

Informal organization

Business organization

Government organization

Solved By Afaaq # 10 of 15 (Start time: 12:12:05 AM) Total Marks: 1

What do we call the process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment?

Select correct option:

Perception

Afaaq

Interpretation

Social verification

Environmental analysis

Solved By Afaaq # 11 of 15 (Start time: 12:13:00 AM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

Technical, human, and conceptual

Interpersonal, informational and decisional

Conceptual, communication and networking

Solved By Afaaq # 12 of 15 (Start time: 12:13:47 AM) Total Marks: 1

Which of the following is NOT a key component of emotional intelligence?

Select correct option:

Self-awareness

Self-management

Commitment

Empathy

Afaaq

Solved By Afaaq # 13 of 15 (Start time: 12:14:43 AM) Total Marks: 1

When your superior offers you a raise if you will perform additional work beyond the requirements of your job, he/she is exercising which of the following power?

Select correct option:

Legitimate

Coercive

Reward

Personal

Solved By Afaaq # 15 of 15 (Start time: 12:16:49 AM) Total Marks: 1

Which of the following is NOT consistent with rational decision-making?

Select correct option:

Consistency

Value-maximizing

Restraints

Ranking of criteria

Which of Hofstedeâ€™s dimensions is the degree to which people in a country prefer structured to unstructured situations?

Select correct option:

Afaaq

Collectivism

Power distance

Long-term orientation

Uncertainty avoidance

Which of the following type of leader is likely to have the most profound effect on his or her followers?

Select correct option:

Educational

Directive

Transformational

Transactional

As a manager, one of Aliâ€™s duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ali performing, when he does this?

Select correct option:

Leadership role

Monitor role

Figurehead role

Ataaq

Spokesperson role

What is generally the result of groupthink?

Select correct option:

Higher quality decisions

More risky decisions

Less critical analysis

Unpopular decisions

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?

Select correct option:

The perceivers

The target

The context

The situation

Which one of the following would be considered a motivator in the two-factor theory?

Select correct option:

Salary

Ataaq

Bonuses

Working conditions

Responsibility

Asad is informing employees about the new disciplinary actions approved by the higher management. This is an example of:

Select correct option:

Upward communication

Downward communication

Diagonal communication

Horizontal communication

Zahid is undergoing a great deal of stress at his job. Zahid performs several duties during the course of a day and finds that the accomplishment of one duty directly competes or interferes with the successful accomplishment of another duty. It can be said that Zahid is most probably experiencing:

Select correct option:

Role ambiguity

Role conflict

Personal conflict

Relationship conflict

Ataaq

Which of the following leadership model integrates the expectancy theory of motivation with the Ohio State leadership research?

Select correct option:

Path-goal

Contingency

Leader-participation

Leader-member exchange

Mr. Fahad believes that the participation of employees in all aspects of company decision making is essential, Which management philosophy is he following?

Select correct option:

ERG Theory

Theory X

Theory Y

Theory Z

Which of the following types of teams would most likely empower its team members to make work-related decisions?

Select correct option:

Ataaq

Technical

Self-managed

Problem-solving

Management

Which of the following is LEAST likely to create dependency?

Select correct option:

Importance

Non substitutability

Power legitimacy

Supply and demand

_____ focuses on the study of people in relation to their social environment.

Select correct option:

Psychology

Sociology

Corporate strategy

Political science

Which of the following techniques most restricts discussion or interpersonal

Ajaq

communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Formal process

_____ creates problem for employees when their job requires to display emotions incompatible with their actual feelings

Select correct option:

Depression

Emotional Labor

Stress

Anxiety

Afaaq

Solved By Afaaq # 1 of 15 (Start time: 12:34:00 AM) Total Marks: 1

Self-managed teams are typically comprised of how many members?

Select correct option:

2-5

5-10

10-15

Over 100

Solved By Afaaq # 2 of 15 (Start time: 12:34:34 AM) Total Marks: 1

In attribution theory, what is distinctiveness?

Select correct option:

Whether an individual displays consistent behaviors in different situations

Whether an individual displays different behaviors in different situations

Whether an individual displays consistent behaviors in similar situations

Whether an individual displays different behaviors in similar situations

Solved By Afaaq # 3 of 15 (Start time: 12:35:07 AM) Total Marks: 1

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Groupthink

Afaaq

Solved By Afaaq # 4 of 15 (Start time: 12:35:40 AM) Total Marks: 1

Job satisfaction is best described as _____.

Select correct option:

A result

A value

An attitude

A discipline

Solved By Afaaq # 5 of 15 (Start time: 12:36:04 AM) Total Marks: 1

Sadaf has a low absenteeism rate. She takes responsibility for his health and has good health habits. She is likely to have a(an):

Select correct option:

Internal locus of control

External locus of control

Core locus of control

High emotional stability level

Solved By Afaaq # 6 of 15 (Start time: 12:36:28 AM) Total Marks: 1

When we rank an individualâ€™s values in order of their _____, we obtain the personâ€™s value system.

Select correct option:

Afaaq

Intensity

Content

Context

Social needs

Solved By Afaaq # 7 of 15 (Start time: 12:37:00 AM) Total Marks: 1

An individual most likely to engage in political behavior would have all of the following except a/an :

Select correct option:

High need for power

High ability to self monitor

High charisma rating

Internal locus of control

Solved By Afaaq # 8 of 15 (Start time: 12:38:12 AM) Total Marks: 1

Celebrities are paid millions of dollars to endorse products in commercials because the advertisers believe the celebrities have which of the following power?

Select correct option:

Personal

Referent

Afaaq

Expert

Legitimate

Solved By Afaaq # 9 of 15 (Start time: 12:39:25 AM) Total Marks: 1

Which of the following is the term used to refer to establishing effective relationships with key people inside and/or outside an organization?

Select correct option:

Networking

Politicking

Interest group

Lobbying

Solved By Afaaq # 10 of 15 (Start time: 12:40:06 AM) Total Marks: 1

Decrease in tenure can increase

Select correct option:

Innovation

Productivity

Creativity

Absenteeism

Solved By Afaaq # 11 of 15 (Start time: 12:41:11 AM) Total Marks: 1

Afaaq

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Formal process

Solved By Afaaq # 12 of 15 (Start time: 12:41:37 AM) Total Marks: 1

Which of the following type of leader is likely to have the most profound effect on his or her followers?

Select correct option:

Educational

Directive

Transformational

Transactional

Solved By Afaaq # 13 of 15 (Start time: 12:42:04 AM) Total Marks: 1

What is the term used for a general impression about an individual based on a single characteristic such as intelligence, sociability, or appearance?

Select correct option:

Afaaq

The contrast effect

Personal bias

The halo effect

Projection

Solved By Afaaq # 14 of 15 (Start time: 12:42:26 AM) Total Marks: 1

Which of the following is NOT true of charismatic leaders?

Select correct option:

They have behavior that is unconventional

They are willing to take high personal risk

They have a vision and the ability to articulate the vision

They show consistency with their followersâ€™ behaviors

Solved By Afaaq # 15 of 15 (Start time: 12:42:56 AM) Total Marks: 1

Zahid is undergoing a great deal of stress at his job. Zahid performs several duties during the course of a day and finds that the accomplishment of one duty directly competes or interferes with the successful accomplishment of another duty. It can be said that Zahid is most probably experiencing:

Select correct option:

Role ambiguity

Afaaq

Role conflict

Personal conflict

Relationship conflict

Solved By Afaaq # 1 of 20 (Start time: 04:06:20 PM) Total Marks: 1

The highest level of trust is exhibited in which of the following type of trust?

Select correct option:

Reward-based

Deterrence-based

Knowledge-based

Identification-based

Solved By Afaaq # 2 of 20 (Start time: 04:06:56 PM) Total Marks: 1

Which of the following is NOT a key component of emotional intelligence?

Select correct option:

Self-awareness

Self-management

Commitment

Empathy

Solved By Afaaq # 3 of 20 (Start time: 04:07:25 PM) Total Marks: 1

Afaaq

Eden Corp has installed a new email system, but many staff members do not know of its features. Upper management decides to allocate a small portion of the company's budget to solving this problem. A team that uses rational decision making to arrive at a solution should be aware that this case deviates from the assumptions of the rational decision making model in what way?

Select correct option:

There are cost constraints

The problem is not clearly defined

The options available to the team are not known

There are constraints on the options available

Solved By Afaaq # 4 of 20 (Start time: 04:08:20 PM) Total Marks: 1

Ahmed believes that men perform better in oral presentations than women. What shortcut has been used in this case?

Select correct option:

The halo effect

The contrast effect

Projection

Stereotyping

Solved By Afaaq # 5 of 20 (Start time: 04:08:46 PM) Total Marks: 1

Afaaq

Which of the following is LEAST likely to create dependency?

Select correct option:

Importance

Non substitutability

Power legitimacy

Supply and demand

Solved By Afaaq # 6 of 20 (Start time: 04:09:06 PM) Total Marks: 1

According to the goal-setting theory of motivation, highest performance is reached when goals are set to which level?

Select correct option:

Impossible but inspirational

Difficult but attainable

Only marginally challenging

Easy and attainable

Solved By Afaaq # 7 of 20 (Start time: 04:09:35 PM) Total Marks: 1

The tendency to be sociable,outspoken and friendly is known as

Select correct option:

Openness to Experience

Afaaq

Self Monitoring

Extroversion

Introversion

Solved By Afaaq # 8 of 20 (Start time: 04:09:54 PM) Total Marks: 1

In Maslow's Hierarchy of needs, the individual's sence of belonging and love is classified in which of the following needs?

Select correct option:

Self-Actualization Needs

Esteem Needs

Safety Needs

Social Needs

Solved By Afaaq # 9 of 20 (Start time: 04:10:15 PM) Total Marks: 1

Which of the following is the official right of a person to manipulate or change others?

Select correct option:

Influence

Authority

Integrity

Trust

Afaaq

Solved By Afaaq # 10 of 20 (Start time: 04:11:39 PM) Total Marks: 1

Celebrities are paid millions of dollars to endorse products in commercials because the advertisers believe the celebrities have which of the following power?

Select correct option:

Coercive

Referent

Expert

Legitimate

Solved By Afaaq # 11 of 20 (Start time: 04:12:03 PM) Total Marks: 1

The OB topic of motivation has been most influenced by which behavioral science discipline?

Select correct option:

Psychology

Sociology

Political science

Corporate strategy

Solved By Afaaq # 12 of 20 (Start time: 04:12:31 PM) Total Marks: 1

Which of the following sources of power is obtained because of the titles or position a person have?

Afaaq

Select correct option:

Expert power

Legitimate power

Referent power

Information power

Solved By Afaaq # 13 of 20 (Start time: 04:13:09 PM) Total Marks: 1

Which one of the following is NOT a component of an organization

Select correct option:

People

Place

Structure

Task

Solved By Afaaq # 14 of 20 (Start time: 04:13:31 PM) Total Marks: 1

The managers of a multinational company are located in Taiwan, India, Brazil, and the United States. Which group decision-making technique seems most reasonable for this organization?

Select correct option:

A postal service interaction

Afaaq

A brainstorming session

A nominal group

An electronic meeting

Solved By Afaaq # 15 of 20 (Start time: 04:14:05 PM) Total Marks: 1

Which of the following is NOT one of the six universal emotions, as agreed upon by most contemporary researchers?

Select correct option:

Anger

Fear

Hate

Sadness

Solved By Afaaq # 16 of 20 (Start time: 04:14:35 PM) Total Marks: 1

An OB study would be least likely to be used to focus on which of the following problems?

Select correct option:

An increase in absenteeism at a certain company

A fall in productivity in one shift of a manufacturing plant

A decrease in sales due to growing foreign competition

Excessive turnover in volunteer workers at a non-profit organization

Afaaq

Solved By Afaaq # 17 of 20 (Start time: 04:15:00 PM) Total Marks: 1

Decrease in tenure can increase

Select correct option:

Innovation

Productivity

Creativity

Absenteeism

Solved By Afaaq # 18 of 20 (Start time: 04:15:31 PM) Total Marks: 1

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?

Select correct option:

To avoid the stereotyping effect

To avoid the halo effect

To avoid the contrast effect

To avoid the projection effect

Solved By Afaaq # 19 of 20 (Start time: 04:15:51 PM) Total Marks: 1

Which of the following is an important moderator of the satisfaction-turnover relationship?

Afaaq

Select correct option:

Organization’s culture

Management style

Employee’s level of performance

Employee’s values and attitudes

Solved By Afaaq # 20 of 20 (Start time: 04:16:15 PM) Total Marks: 1

Which of the following term is used to define tendency to draw a general impression about an individual on the basis of a single characteristic?

Select correct option:

Contrast Effect

Halo effect

Self-Serving bias

Selective Perception

Solved By Afaaq # 1 of 20 (Start time: 04:49:01 PM) Total Marks: 1

Which of the following statements about the determinants of personality is true?

Select correct option:

Personality appears to be a result of external factors

Personality appears to be a result of mainly hereditary factors

Afaaq

Personality appears to be a result of mainly environmental factors

Personality appears to be a result of both hereditary and environmental factors

Solved By Afaaq # 2 of 20 (Start time: 04:49:25 PM) Total Marks: 1

Which of the following statement is TRUE about Type B individuals?

Select correct option:

They are extremely competitive.

They have a sense of urgency,impatient and hostile.

They are fast workers and prefer quantity over quality

They are more relax and easy going.

Solved By Afaaq # 3 of 20 (Start time: 04:50:00 PM) Total Marks: 1

The employee writes a complaint letter to his manager. Putting his thoughts onto paper is an example of:

Select correct option:

Encoding

Messaging

Channeling

Cryptography

Solved By Afaaq # 4 of 20 (Start time: 04:50:20 PM) Total Marks: 1

Afaaq

All of the following are Decision-making styles EXCEPT:

Select correct option:

Analytical

Conceptual

Ethical

Behavioral

Solved By Afaaq # 5 of 20 (Start time: 04:50:45 PM) Total Marks: 1

Which of the following terminal values was ranked as the most important by executives?

Select correct option:

Freedom

Self-respect

Family security

Social security

Solved By Afaaq # 6 of 20 (Start time: 04:51:04 PM) Total Marks: 1

Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Afaaq

Conflict

Resource allocation

Solved By Afaaq # 7 of 20 (Start time: 04:51:24 PM) Total Marks: 1

What term is used for the extent to which an individual displays different behaviors in different situations?

Select correct option:

Continuity

Integrity

Stability

Distinctiveness

Solved By Afaaq # 8 of 20 (Start time: 04:51:45 PM) Total Marks: 1

Ali migrated from Pakistan to a foreign country. He is disorientated by the country's customs and has difficulty in adapting it. He also feels homesickness. What is Ali experiencing?

Select correct option:

Culture shock

Foreign culture

Alien culture

Adventure

Afaaq

Solved By Afaaq # 9 of 20 (Start time: 04:52:07 PM) Total Marks: 1

Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

Select correct option:

Social Interaction

Commitment

Charisma

Leadership Skills

Solved By Afaaq # 10 of 20 (Start time: 04:52:27 PM) Total Marks: 1

Job satisfaction is best described as _____.

Select correct option:

A result

A value

An attitude

A discipline

Solved By Afaaq # 11 of 20 (Start time: 04:52:49 PM) Total Marks: 1

Which one of the following is NOT included in the 4-Ps of Continuous Improvement:

Select correct option:

Afaaq

Product

Place

People

Processes

Solved By Afaaq # 12 of 20 (Start time: 04:53:17 PM) Total Marks: 1

Which of the following is LEAST likely to create dependency?

Select correct option:

Importance

Non substitutability

Power legitimacy

Supply and demand

Solved By Afaaq # 13 of 20 (Start time: 04:53:54 PM) Total Marks: 1

The CEO of an engineering firm noticed a great deal of difference between the styles of the various department directors. He noticed that some are more charismatic and enthusiastic than others. In identifying this difference, he is looking at the directors'

_____

Select correct option:

Behaviors

Afaaq

Traits

Personalities

Attitudes

Solved By Afaaq # 14 of 20 (Start time: 04:54:22 PM) Total Marks: 1

Explaining, measuring and changing behavior of humans or animals are concerned with:

Select correct option:

Operational analysts

Scientists

Psychologists

Sociologists

Solved By Afaaq # 15 of 20 (Start time: 04:54:53 PM) Total Marks: 1

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?

Select correct option:

To avoid the stereotyping effect

To avoid the halo effect

To avoid the contrast effect

To avoid the projection effect

Afaaq

Solved By Afaaq # 16 of 20 (Start time: 04:55:04 PM) Total Marks: 1

Groups based on support for a given sports team are examples of what sort of group?

Select correct option:

Booster

Interest

Friendship

Sports

Solved By Afaaq # 17 of 20 (Start time: 04:55:23 PM) Total Marks: 1

Every cricketer of Pakistan values the advice of Wasim Akram. He has which of the following power?

Select correct option:

[b]Expert power[/b]

Legitimate power

Coercive power

Reward power

Solved By Afaaq # 18 of 20 (Start time: 04:55:48 PM) Total Marks: 1

Trust and trustworthiness affect a leader's access to:

Select correct option:

Afaaq

Dedication and achievement

Persuasion and control

Power and influence

Knowledge and cooperation

Solved By Afaaq # 19 of 20 (Start time: 04:56:09 PM) Total Marks: 1

Decrease in tenure can increase

Select correct option:

Innovation

Productivity

Creativity

Absenteeism

Solved By Afaaq # 20 of 20 (Start time: 04:56:49 PM) Total Marks: 1

_____ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

Select correct option:

Formal organization

Informal organization

Business organization

Government organization

Afaaq

Solved By Afaaq # 1 of 20 (Start time: 05:10:40 PM) Total Marks: 1

Which of the following theory is proposed by Clayton Alderfer?

Select correct option:

Theory X and Theory Y

Hierarchy of Needs

ERG Theory

Theory Z

Solved By Afaaq # 2 of 20 (Start time: 05:11:06 PM) Total Marks: 1

Why most organizations develop multiple suppliers rather than give their business to only one?

Select correct option:

To increase knowledge and information

To develop interdependence

[b]To reduce dependency[/b]

To maximize power

Solved By Afaaq # 3 of 20 (Start time: 05:11:34 PM) Total Marks: 1

Mr.Ajmal is considered as one of the most organized and self-disciplined employee of

Afaaq

XYZ company. He is exhibiting which of the following dimension of the Big five model of personality?

Select correct option:

Agreeableness

Open to Experience

Conscientiousness

Emotional Stability

Solved By Afaaq # 4 of 20 (Start time: 05:11:50 PM) Total Marks: 1

What is the term used for the situation where employees are allowed to pick and choose from among a menu of benefit options?

Select correct option:

Flexible pay

Benefit menu options

Flexible benefits

Benefit participation

Solved By Afaaq # 5 of 20 (Start time: 05:12:09 PM) Total Marks: 1

The smell of fresh cake baking makes Saima's mouth water is an example of which one of the following learning theory?

Select correct option:

Afaaq

Classical conditioning

Operant conditioning

Social learning

Reinforcement theory

Solved By Afaaq # 6 of 20 (Start time: 05:12:29 PM) Total Marks: 1

When we rank an individual's values in order of their _____, we obtain the person's value system.

Select correct option:

Intensity

Content

Context

Social needs

Solved By Afaaq # 7 of 20 (Start time: 05:12:52 PM) Total Marks: 1

Sabohi has a job which pays an excellent salary. She has a good relationship with her peers and her supervisors. She also likes the fact that the company policy fits well with what she personally believes, and that she has received considerable recognition for her achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Sabohi loves her job?

Select correct option:

Afaaq

High compensation

Good nature of peer relationships

Good nature of supervisor relationships

Recognition for her achievements

Solved By Afaaq # 8 of 20 (Start time: 05:13:10 PM) Total Marks: 1

Explaining, measuring and changing behavior of humans or animals are concerned with:

Select correct option:

Operational analysts

Scientists

Psychologists

Sociologists

Solved By Afaaq # 9 of 20 (Start time: 05:13:32 PM) Total Marks: 1

Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

Select correct option:

Social Interaction

Commitment

Charisma

Afaaq

Leadership Skills

Solved By Afaaq # 10 of 20 (Start time: 05:13:50 PM) Total Marks: 1

Which of the following sources of power is obtained because of the titles or position a person have?

Select correct option:

Expert power

Legitimate power

Referent power

Information power

Solved By Afaaq # 11 of 20 (Start time: 05:14:38 PM) Total Marks: 1

How many determinants of human behavior in an organization are studied in Organizational Behavior(OB)?

Select correct option:

1

2

[b]3[/b]

4

Solved By Afaaq # 12 of 20 (Start time: 05:14:56 PM) Total Marks: 1

Afaaq

Ability to understand what is read or heard and the relationship of words to each other is called _____

Select correct option:

Verbal comprehension

Non verbal comprehension

Perceptual speed

Memory

Solved By Afaaq # 13 of 20 (Start time: 05:15:12 PM) Total Marks: 1

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

Solved By Afaaq # 14 of 20 (Start time: 05:15:31 PM) Total Marks: 1

Hanif is dissatisfied with his job but believes that his supervisor is a good man who will do the right thing. Hanif has decided that if he just waits, conditions will improve.

Henry's approach to this problem is termed as:

Select correct option:

Afaaq

Exit

Voice

Loyalty

Neglect

Solved By Afaaq # 15 of 20 (Start time: 05:15:50 PM) Total Marks: 1

Asma has composed a list of concerns along with her suggestions for improving conditions. Asma is dealing with her dissatisfaction through _____.

Select correct option:

Exit

Voice

Loyalty

Neglect

Solved By Afaaq # 16 of 20 (Start time: 05:16:07 PM) Total Marks: 1

Workers in Pakistan are entitled to receive pension, medical facilities and gratuity come under:

Select correct option:

Human Rights

Moral Rights

Afaaq

[b]Legal Rights [/b]

Personal Rights

Solved By Afaaq # 17 of 20 (Start time: 05:16:35 PM) Total Marks: 1

The time at which an object or event is seen is an example of what type of factor influencing the perceptual process?

Select correct option:

Perceiver

Target

Reality

Situation

Solved By Afaaq # 18 of 20 (Start time: 05:16:54 PM) Total Marks: 1

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?

Select correct option:

The perceivers

The target

The context

The situation

Afaaq

Solved By Afaaq # 19 of 20 (Start time: 05:17:12 PM) Total Marks: 1

Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Conflict

Resource allocation

Solved By Afaaq # 20 of 20 (Start time: 05:17:29 PM) Total Marks: 1

Hadia is an office worker who processes health insurance forms. She has worked at her present job for three years. Initially she was criticized by her supervisor for careless work, but in the months after that improved considerably. Now she consistently processes her forms without errors and above quota. However she has found her supervisor has not responded to the extra effort she puts in, giving her no praise and no financial reward. Hadia will most likely perceive that there is a problem in which of the following relationships?

Select correct option:

Rewards-personal goals

Performance-reward

Afaaq

Effort-performance

Rewards-effort

Solved By Afaaq # 1 of 20 (Start time: 06:07:45 PM) Total Marks: 1

People who consistently believe they control their own destinies have a/an _____.

Select correct option:

Type A personality

High self esteem

Internal locus of control

External locus of control

Solved By Afaaq # 2 of 20 (Start time: 06:08:15 PM) Total Marks: 1

Mr.Junaid rated Mr.Jibran high in his job evaluation because both belong to same area and graduated from the same University. It is an example of:

Select correct option:

Central Tendency

Halo effect

Similar-to-me effect

Misperception

Afaaq

Solved By Afaaq # 3 of 20 (Start time: 06:08:37 PM) Total Marks: 1

Mohsin has already presented two excellent reports. The report he has just presented is clearly not as good as the first two reports, yet he is given the same high grade as before. What shortcut has been used in this case?

Select correct option:

The contrast effect

The halo effect

Stereotyping

Projection

Solved By Afaaq # 4 of 20 (Start time: 06:08:52 PM) Total Marks: 1

All of the following are Decision-making styles EXCEPT:

Select correct option:

Analytical

Conceptual

Ethical

Behavioral

Solved By Afaaq # 5 of 20 (Start time: 06:09:05 PM) Total Marks: 1

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut

Afaaq

called?

Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Solved By Afaaq # 6 of 20 (Start time: 06:09:25 PM) Total Marks: 1

In attribution theory, what is distinctiveness?

Select correct option:

Whether an individual displays consistent behaviors in different situations

Whether an individual displays different behaviors in different situations

Whether an individual displays consistent behaviors in similar situations

Whether an individual displays different behaviors in similar situations

Solved By Afaaq # 7 of 20 (Start time: 06:09:43 PM) Total Marks: 1

Which of the following is a structure characterized by extensive departmentalization, high formalization, a limited information network, and centralization?

Select correct option:

Mechanistic model

Afaaq

Organic model

Traditional model

Simple structure

Solved By Afaaq # 8 of 20 (Start time: 06:09:56 PM) Total Marks: 1

Which of the following deals with premature sense of accomplishment:

Select correct option:

Forming

Storming

Adjourment

Norming

Solved By Afaaq # 9 of 20 (Start time: 06:10:12 PM) Total Marks: 1

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Groupthink

Afaaq

Solved By Afaaq # 10 of 20 (Start time: 06:10:32 PM) Total Marks: 1

According to path-goal theory, leaders having which of the following leadership styles sets challenging goals for his subordinates and have strong confidence in their performance.

Select correct option:

Directive leadership

Supportive leadership

Participative leadership

Achievement-oriented leadership

Solved By Afaaq # 11 of 20 (Start time: 06:11:13 PM) Total Marks: 1

Trying to make someone else accept blame for a problem is an example of which of the following conflict handling intention.

Select correct option:

Competing

Avoiding

Accommodating

Compromising

Solved By Afaaq # 12 of 20 (Start time: 06:11:30 PM) Total Marks: 1

Ahmed is responsible to transmit information to outsiders on organization's plans,

Afaaq

policies, actions and results. Which managerial role is he playing in organization?

Select correct option:

Disseminator

Spokesperson

Representative

Figurehead

Solved By Afaaq # 13 of 20 (Start time: 06:11:48 PM) Total Marks: 1

Mr.Nasir usually achieves high goals and perform well in difficult tasks because he believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?

Select correct option:

Self Efficacy

Locus of Control

Self Monitoring

Self Esteem

Solved By Afaaq # 14 of 20 (Start time: 06:12:02 PM) Total Marks: 1

The sunshine company is reducing its size by selling off or closing down units and product lines to increase profitability. What is company doing?

Select correct option:

Afaaq

Downsizing

Rightsizing

Reengineering

Acquisition

Solved By Afaaq # 15 of 20 (Start time: 06:12:17 PM) Total Marks: 1

Which of the following is NOT a key component of emotional intelligence?

Select correct option:

Self-awareness

Self-management

Commitment

Empathy

Solved By Afaaq # 16 of 20 (Start time: 06:12:34 PM) Total Marks: 1

Mr.Ajmal is considered as one of the most organized and self-disciplined employee of XYZ company. He is exhibiting which of the following dimension of the Big five model of personality?

Select correct option:

Agreeableness

Open to Experience

Afaaq

Conscientiousness

Emotional Stability

Solved By Afaaq # 17 of 20 (Start time: 06:12:52 PM) Total Marks: 1

Which of the following is one of the relationships proposed in expectancy theory?

Select correct option:

Reward-satisfaction relationship

Satisfaction-performance relationship

Rewards-personal goals relationship

Effort-satisfaction relationship

Solved By Afaaq # 18 of 20 (Start time: 06:13:08 PM) Total Marks: 1

What term is used for intense feelings that are directed at someone or something?

Select correct option:

Affect

Cognition

Thoughts

Emotions

Solved By Afaaq # 19 of 20 (Start time: 06:13:31 PM) Total Marks: 1

Manager praised Mr. Waqar for best performance and announced bonus of Rs.8000 for

Afaaq

him. This is an example of which method of shaping behavior?

Select correct option:

Negative Reinforcement

Positive Reinforcement

Punishment

Extinction

Solved By Afaaq # 20 of 20 (Start time: 06:13:48 PM) Total Marks: 1

What is the major problem with the Meyers-Briggs Type Indicator as a measure of personality?

Select correct option:

It is very difficult to administer

It is very difficult to accurately interpret

It tends to overemphasize intuitive personality traits

It categorized individual's as either one type or another

Solved By Afaaq # 1 of 20 (Start time: 06:25:04 PM) Total Marks: 1

Which one of the following is consistent with a simple structure?

Select correct option:

Afaaq

High centralization

High employee discretion

Standardization

Bureaucracy

Solved By Afaaq # 2 of 20 (Start time: 06:25:18 PM) Total Marks: 1

Which of the following is not a biographical characteristic?

Select correct option:

Region

Age

***

Race

Solved By Afaaq # 3 of 20 (Start time: 06:25:33 PM) Total Marks: 1

Which of the following can be defined as a loss in performance due to low leader expectations?

Select correct option:

Golem effect

Galatea effect

Halo effect

Marshal effect

Afaaq

Solved By Afaaq # 4 of 20 (Start time: 06:25:47 PM) Total Marks: 1

The highest level of trust is exhibited in which of the following type of trust?

Select correct option:

Reward-based

Deterrence-based

Knowledge-based

Identification-based

Solved By Afaaq # 5 of 20 (Start time: 06:26:04 PM) Total Marks: 1

Mohsin has already presented two excellent reports. The report he has just presented is clearly not as good as the first two reports, yet he is given the same high grade as before. What shortcut has been used in this case?

Select correct option:

The contrast effect

The halo effect

Stereotyping

Projection

Solved By Afaaq # 6 of 20 (Start time: 06:26:24 PM) Total Marks: 1

Maria is dissatisfied with the way that her manager treats her. She has quit her job and

Afaaq

found a new position with another firm. She has expressed her dissatisfaction through

_____

Select correct option:

Exit

Voice

Loyalty

Neglect

Solved By Afaaq # 7 of 20 (Start time: 06:26:40 PM) Total Marks: 1

ALL of the following are perception shortcuts EXCEPT:

Select correct option:

Projection

Stereotyping

Consensus

Halo effect

Solved By Afaaq # 8 of 20 (Start time: 06:26:58 PM) Total Marks: 1

Which of the following departmentalization achieves economies of scale by placing people with common skills and orientations into common units?

Select correct option:

Afaaq

Functional

Process

Product

Geographic

Solved By Afaaq # 9 of 20 (Start time: 06:27:18 PM) Total Marks: 1

The matrix structure combines which two forms of departmentalization?

Select correct option:

Process and functional

Functional and product

Product and process

Customer and product

Solved By Afaaq # 10 of 20 (Start time: 06:27:31 PM) Total Marks: 1

A bureaucracy is characterized by all of the following EXCEPT:

Select correct option:

Specialization tasks

Highly routine operating tasks

Formalized rules and regulations

Decentralized decision making

Afaaq

Solved By Afaaq # 11 of 20 (Start time: 06:27:48 PM) Total Marks: 1

Hadia is an office worker who processes health insurance forms. She has worked at her present job for three years. Initially she was criticized by her supervisor for careless work, but in the months after that improved considerably. Now she consistently processes her forms without errors and above quota. However she has found her supervisor has not responded to the extra effort she puts in, giving her no praise and no financial reward. Hadia will most likely perceive that there is a problem in which of the following relationships?

Select correct option:

Rewards-personal goals

Performance-reward

Effort-performance

Rewards-effort

Solved By Afaaq # 12 of 20 (Start time: 06:28:03 PM) Total Marks: 1

Which of the following term can be used to describe the joining of PICIC Commercial Bank with the NIB Bank Limited for increasing the resources, total assets and distribution networks?

Select correct option:

Merger

Downsizing

Afaaq

Rightsizing

Reengineering

Solved By Afaaq # 13 of 20 (Start time: 06:28:17 PM) Total Marks: 1

Management functions of planning, organizing, leading and controlling were first classified by:

Select correct option:

Henry Mintzeberg

Henri Fayol

Marry Parker

Stephen Covey

Solved By Afaaq # 14 of 20 (Start time: 06:28:34 PM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

Technical, human, and conceptual

Interpersonal, informational and decisional

Conceptual, communication and networking

Afaaq

Solved By Afaaq # 15 of 20 (Start time: 06:28:47 PM) Total Marks: 1

A threatened strike action by a labor union to force the management to accept their demands is an example of which of the following power?

Select correct option:

Referent power

Legitimate power

Reward power

Coercive power

Solved By Afaaq # 16 of 20 (Start time: 06:29:05 PM) Total Marks: 1

Which one of the following is NOT implied in the definition of power?

Select correct option:

Influence

Potential

Dependency

Actualization

Solved By Afaaq # 17 of 20 (Start time: 06:29:19 PM) Total Marks: 1

An OB study would be least likely to be used to focus on which of the following problems?

Select correct option:

Afaaq

An increase in absenteeism at a certain company

A fall in productivity in one shift of a manufacturing plant

A decrease in sales due to growing foreign competition

Excessive turnover in volunteer workers at a non-profit organization

Solved By Afaaq # 18 of 20 (Start time: 06:29:38 PM) Total Marks: 1

Which of the following theory is proposed by Clayton Alderfer?

Select correct option:

Theory X and Theory Y

Hierarchy of Needs

ERG Theory

Theory Z

Solved By Afaaq # 19 of 20 (Start time: 06:30:03 PM) Total Marks: 1

Your organization is considering the use of group decision making. What do you think will be the advantage of group decision making?

Select correct option:

Group decision making will be faster

Group discussions will be shared equally

There will be increased acceptance of the decision

Afaaq

Group decision making will be very costly

Solved By Afaaq # 20 of 20 (Start time: 06:30:27 PM) Total Marks: 1

Mr. Fahad believes that the participation of employees in all aspects of company decision making is essential, Which management philosophy is he following?

Select correct option:

ERG Theory

Theory X

Theory Y

Theory Z

Solved By Afaaq # 1 of 20 (Start time: 06:36:38 PM) Total Marks: 1

How many determinants of human behavior in an organization are studied in Organizational Behavior(OB)?

Select correct option:

1

2

3

4

Afaaq

Solved By Afaaq # 2 of 20 (Start time: 06:36:56 PM) Total Marks: 1

The two general approaches to bargaining are known as:

Select correct option:

Emotional and rational

Affective and reflective

Distributive and integrative

Formal and informal

Solved By Afaaq # 3 of 20 (Start time: 06:37:12 PM) Total Marks: 1

E-Organizations rely MORE on:

Select correct option:

Team Decision Making

Individual Decision Making

Virtual-Team Decision Making

Group Decision Making

Solved By Afaaq # 4 of 20 (Start time: 06:37:31 PM) Total Marks: 1

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Afaaq

Introversion

Emotional stability

Agreeableness

Solved By Afaaq # 5 of 20 (Start time: 06:37:47 PM) Total Marks: 1

What is the last step in Rational decision making model?

Select correct option:

Identifying the decision criteria

Selecting the best alternative

Defining the problem

Evaluating the alternatives

Solved By Afaaq # 6 of 20 (Start time: 06:38:00 PM) Total Marks: 1

Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Attitudes are a measure of how the worth of an object, person or event is evaluated

Afaaq

Solved By Afaaq # 7 of 20 (Start time: 06:38:15 PM) Total Marks: 1

The matrix structure combines which two forms of departmentalization?

Select correct option:

Process and functional

Functional and product

Product and process

Customer and product

Solved By Afaaq # 8 of 20 (Start time: 06:38:31 PM) Total Marks: 1

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Solved By Afaaq # 9 of 20 (Start time: 06:38:47 PM) Total Marks: 1

The tendency to be sociable,outspoken and friendly is known as

Select correct option:

Afaaq

Openness to Experience

Self Monitoring

Extroversion

Introversion

Solved By Afaaq # 10 of 20 (Start time: 06:39:00 PM) Total Marks: 1

Organizational part having legitimacy and official recognition is called

Select correct option:

Non Governmental Organization

Formal Organization

International Organization

Informal Organization

Solved By Afaaq # 11 of 20 (Start time: 06:39:14 PM) Total Marks: 1

Who proposed that intentions to work toward a goal are a major source of work motivation?

Select correct option:

Abraham Maslow

Jake Herzberg

Stephen McClelland

Afaaq

Edwin Locke

Solved By Afaaq # 12 of 20 (Start time: 06:39:31 PM) Total Marks: 1

Group behavior, power, and conflict are central areas of study for _____.

Select correct option:

Sociologists

Anthropologists

Social psychologists

Operations analysts

Solved By Afaaq # 13 of 20 (Start time: 06:39:49 PM) Total Marks: 1

Which type of conflict will you experience among the multiple roles in your life, like role of a father and a manager?

Select correct option:

Intergroup Conflict

Interpersonal Conflict

Interrole Conflict

Intrarole Conflict

Solved By Afaaq # 14 of 20 (Start time: 06:40:07 PM) Total Marks: 1

Increasingly, we can expect that women will be hired into _____ positions.

Afaaq

Select correct option:

Unskilled

Traditionally female

Socially-oriented

Professional

Solved By Afaaq # 15 of 20 (Start time: 06:40:35 PM) Total Marks: 1

Which of the following is NOT a weakness of the simple structure?

Select correct option:

It is prone to information overload

There is little unity of command

It can lead to slower decision making

It is often insufficient in larger organizations

Solved By Afaaq # 16 of 20 (Start time: 06:40:54 PM) Total Marks: 1

which of the following is NOT the ingredient common to Management By Objective(MBO) programs:

Select correct option:

Goal Specificity

Vision

Afaaq

Participative Decision-Making,

Performance Feedback

Solved By Afaaq # 17 of 20 (Start time: 06:41:11 PM) Total Marks: 1

In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Solved By Afaaq # 18 of 20 (Start time: 06:41:25 PM) Total Marks: 1

What is the main strength of job rotation?

Select correct option:

It decreases workload

It increases motivation

It increases productivity

It decreases training costs

Solved By Afaaq # 19 of 20 (Start time: 06:41:44 PM) Total Marks: 1

Afaaq

As a manager, one of Ali's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ali performing, when he does this?

Select correct option:

Leadership role

Monitor role

Figurehead role

Spokesperson role

Solved By Afaaq # 20 of 20 (Start time: 06:42:00 PM) Total Marks: 1

Hadia is an office worker who processes health insurance forms. She has worked at her present job for three years. Initially she was criticized by her supervisor for careless work, but in the months after that improved considerably. Now she consistently processes her forms without errors and above quota. However she has found her supervisor has not responded to the extra effort she puts in, giving her no praise and no financial reward. Hadia will most likely perceive that there is a problem in which of the following relationships?

Select correct option:

Rewards-personal goals

Performance-reward

Effort-performance

Rewards-effort

Afaaq

Solved By Afaaq # 1 of 20 (Start time: 06:50:09 PM) Total Marks: 1

Suppose you are the plant manager of a manufacturing facility. Your manufacturing process is fairly complex, requiring skills drawn from multiple knowledge areas. Given this complexity, which approach would likely be most effective for determining the cause of the quality problems?

Select correct option:

Forming a cross-functional team, because of the multiple knowledge areas involved

Forming a homogenous team, to assure an aggressive resolution to the problem

Forming a culturally diverse team, because of the need for team creativity

Forming self-managed team, because of the need for team autonomy

Solved By Afaaq # 2 of 20 (Start time: 06:50:24 PM) Total Marks: 1

Which of the following is NOT one of the stages of Group Development:

Select correct option:

Storming

Forming

Meeting

Performing

Afaaq

Solved By Afaaq # 3 of 20 (Start time: 06:50:39 PM) Total Marks: 1

Activities that influence the distribution of advantages and disadvantages within an organization are known as:

Select correct option:

Human resources

Political behaviors

Influential power moves

Interactive initiatives

Solved By Afaaq # 4 of 20 (Start time: 06:50:53 PM) Total Marks: 1

The unity-of-command principle states which of the following?

Select correct option:

Managers should limit their control to a maximum of ten employees

An individual should be directly responsible to only one supervisor

Managers should provide direction to employees in a unified fashion

Employees should report directly to two supervisors to maintain task balance

Solved By Afaaq # 5 of 20 (Start time: 06:51:10 PM) Total Marks: 1

Dissatisfied customers have _____ effect on employee's job satisfaction.

Select correct option:

Afaaq

Negative

Positive

Neutral

No

Solved By Afaaq # 6 of 20 (Start time: 06:51:31 PM) Total Marks: 1

Which of the following is NOT an important issue relating to goal-setting theory?

Select correct option:

Goal specificity

Equity among co-workers

Feedback

Defining the goal

Solved By Afaaq # 7 of 20 (Start time: 06:51:47 PM) Total Marks: 1

Which of the following is NOT one of Hofstede's five dimensions of national culture?

Select correct option:

Power distance

Future orientation

Uncertainty avoidance

Flexibility versus rigidity

Afaaq

Solved By Afaaq # 8 of 20 (Start time: 06:52:05 PM) Total Marks: 1

Self-managed teams are typically comprised of how many members?

Select correct option:

2-5

5-10

10-15

Over 100

Solved By Afaaq # 9 of 20 (Start time: 06:52:21 PM) Total Marks: 1

The belief that “violence is wrong” is an evaluative statement. Such an opinion constitutes which of the following component of an attitude.

Select correct option:

Cognitive

Affective

Reflective

Behavioral

Solved By Afaaq # 10 of 20 (Start time: 06:52:42 PM) Total Marks: 1

Which one of the following is NOT a component of an organization

Select correct option:

Afaaq

People

Place

Structure

Task

Solved By Afaaq # 11 of 20 (Start time: 06:53:04 PM) Total Marks: 1

Mr. Fahad believes that the participation of employees in all aspects of company decision making is essential, Which management philosophy is he following?

Select correct option:

ERG Theory

Theory X

Theory Y

Theory Z

Solved By Afaaq # 12 of 20 (Start time: 06:53:44 PM) Total Marks: 1

Mr.Adnan is an effective and good manager because he has the ability to handle emotions of employees.Which element of Emotional intelligence is Mr.Adnan equipped with?

Select correct option:

Social Skill

Empathy

Self Motivation

Afaaq

Self Management

Solved By Afaaq # 13 of 20 (Start time: 06:54:03 PM) Total Marks: 1

Hafeez is 50 years old, extremely wealthy and works because he enjoys it. Which of the following do you think would motivate Hafeez the most?

Select correct option:

More vacation time

Greater discretion over his job

A high amount of remuneration

A greater sense of inner peace

Solved By Afaaq # 14 of 20 (Start time: 06:54:18 PM) Total Marks: 1

Increasingly, we can expect that women will be hired into _____ positions.

Select correct option:

Unskilled

Traditionally female

Socially-oriented

Professional

Solved By Afaaq # 15 of 20 (Start time: 06:54:35 PM) Total Marks: 1

After which stage of group development the group formed a common set of expectations

Afaaq

of member behaviors?

Select correct option:

Norming

Storming

Maturation

Forming

Solved By Afaaq # 16 of 20 (Start time: 06:54:50 PM) Total Marks: 1

When lower-level personnel provide more input or are actually given the discretion to make decisions? It is called:

Select correct option:

Centralization

Work specialization

Departmentalization

Decentralization

Solved By Afaaq # 17 of 20 (Start time: 06:55:11 PM) Total Marks: 1

When Job satisfaction is increased, absenteeism tends to:

Select correct option:

Increase

Afaaq

Decrease

Have no effect

None of the above

Solved By Afaaq # 18 of 20 (Start time: 06:55:28 PM) Total Marks: 1

Rizwan is low on conscientiousness. This would lead you to suspect that which of the following statements is most likely to be true about Rizwan?

Select correct option:

He will be easily distracted

He will find comfort in the familiar

He will be comfortable with solitude

He will be nervous, depressed, and insecure

Solved By Afaaq # 19 of 20 (Start time: 06:55:57 PM) Total Marks: 1

When we rank an individual's values in order of their _____, we obtain the person's value system.

Select correct option:

Intensity

Content

Context

Social needs

Afaaq

Solved By Afaaq # 20 of 20 (Start time: 06:56:13 PM) Total Marks: 1

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Solved By Afaaq # 1 of 20 (Start time: 07:04:48 PM) Total Marks: 1

Hadia is an office worker who processes health insurance forms. She has worked at her present job for three years. Initially she was criticized by her supervisor for careless work, but in the months after that improved considerably. Now she consistently processes her forms without errors and above quota. However she has found her supervisor has not responded to the extra effort she puts in, giving her no praise and no financial reward. Hadia will most likely perceive that there is a problem in which of the following relationships?

Select correct option:

Rewards-personal goals

Performance-reward

Afaaq

Effort-performance

Rewards-effort

Solved By Afaaq # 2 of 20 (Start time: 07:04:57 PM) Total Marks: 1

Management roles(Interpersonal, Informational,Decisional) were coined by

Select correct option:

Henry Mintzberg

Peter Drucker

Michael E. Porter

Bill Gates

Solved By Afaaq # 3 of 20 (Start time: 07:05:15 PM) Total Marks: 1

For task conflict to be productive, it should be:

Select correct option:

Kept high to low

Kept at low to high

Kept at moderate levels

Kept at low-to-moderate levels

Solved By Afaaq # 4 of 20 (Start time: 07:05:29 PM) Total Marks: 1

Which one of the following would NOT be considered a human skill in Katz's structure?

Afaaq

Select correct option:

Decision making

Communicating

Working as part of a team

Listening to others

Solved By Afaaq # 5 of 20 (Start time: 07:05:43 PM) Total Marks: 1

Which one of the following problems is most likely to occur in a matrix structure?

Select correct option:

Loss of economies of scale

Decreased employee motivation

Employees receiving conflicting directives

Decreased response to environmental change

Solved By Afaaq # 6 of 20 (Start time: 07:05:55 PM) Total Marks: 1

Which of the following network structure requires high emergence of leadership?

Select correct option:

Wheel

Chain

All-channel

Afaaq

Diverse

Solved By Afaaq # 7 of 20 (Start time: 07:06:10 PM) Total Marks: 1

If a person responds the same way over time, attribution theory states that the behavior shows:

Select correct option:

Distinctiveness

Consensus

Consistency

Continuity

Solved By Afaaq # 8 of 20 (Start time: 07:06:25 PM) Total Marks: 1

The organizations offer employee stock ownership programs to gain which of the following benefit?

Select correct option:

Increasing employee satisfaction

Reducing salaries

Reducing stress

Increasing productivity

Solved By Afaaq # 9 of 20 (Start time: 07:06:41 PM) Total Marks: 1

Afaaq

The cognitive process through which an individual selects, organizes but misinterprets environmental stimuli is known as_____

Select correct option:

Perception

Projection

Selective Perception

Mis-Perception

Solved By Afaaq # 10 of 20 (Start time: 07:06:54 PM) Total Marks: 1

What sort of actions is most likely to be attributed to external causes?

Select correct option:

Actions that have high distinctiveness, high consensus and high consistency

Actions that have high distinctiveness, high consensus and low consistency

Actions that have high distinctiveness, low consensus and low consistency

Actions that have low distinctiveness, low consistency and high consensus

Solved By Afaaq # 11 of 20 (Start time: 07:07:30 PM) Total Marks: 1

Group behavior, power, and conflict are central areas of study for _____.

Select correct option:

Sociologists

Afaaq

Anthropologists

Social psychologists

Operations analysts

Solved By Afaaq # 12 of 20 (Start time: 07:07:47 PM) Total Marks: 1

The tendency of perceiving the job performance of the employees as good is known as_____

Select correct option:

Central Tendency

Harshness

Leniency

Halo Effect

Solved By Afaaq # 13 of 20 (Start time: 07:08:02 PM) Total Marks: 1

When a bank robber points a gun at a bank employee, his base of power is:

Select correct option:

Coercive

Punitive

Positional

Authoritative

Afaaq

Solved By Afaaq # 14 of 20 (Start time: 07:08:15 PM) Total Marks: 1

Mr.Muneeb is responsible for corrective actions when his organization faces important and unexpected disturbance. What management role is he playing?

Select correct option:

Negotiator

Disturbance handler

Resource Allocator

Dissemenator

Solved By Afaaq # 15 of 20 (Start time: 07:08:28 PM) Total Marks: 1

Which one of the following is NOT included in the 4-Ps of Continuous Improvement:

Select correct option:

Product

Place

People

Processes

Solved By Afaaq # 16 of 20 (Start time: 07:08:51 PM) Total Marks: 1

According to path-goal theory, leaders having which of the following leadership styles sets challenging goals for his subordinates and have strong confidence in their performance.

Afaaq

Select correct option:

Directive leadership

Supportive leadership

Participative leadership

Achievement-oriented leadership

Solved By Afaaq # 17 of 20 (Start time: 07:09:00 PM) Total Marks: 1

Asim telephones her employee, Nadeem, to let him know that today's meeting has been moved to one o'clock. In the communication process, Asim is:

Select correct option:

The sender

The receiver

The channel

The encoder

Solved By Afaaq # 18 of 20 (Start time: 07:09:13 PM) Total Marks: 1

Hanif is dissatisfied with his job but believes that his supervisor is a good man who will do the right thing. Hanif has decided that if he just waits, conditions will improve.

Henry's approach to this problem is termed as:

Select correct option:

Afaaq

Exit

Voice

Loyalty

Neglect

Solved By Afaaq # 19 of 20 (Start time: 07:09:28 PM) Total Marks: 1

Asad is informing employees about the new disciplinary actions approved by the higher management. This is an example of:

Select correct option:

Upward communication

Downward communication

Diagonal communication

Horizontal communication

Solved By Afaaq # 20 of 20 (Start time: 07:09:42 PM) Total Marks: 1

The organizational design of ZIA enterprise is characterized by a low degree of departmentalization, wide spans of control, authority centralized in a single person, and little formalization. What is the organizational design of ZIA enterprise?

Select correct option:

Bureaucracy

Matrix organization

Afaaq

Simple structure

Team structure

Solved By Afaaq # 1 of 20 (Start time: 02:14:26 AM) Total Marks: 1

What is the term used for the situation where employees are allowed to pick and choose from among a menu of benefit options?

Select correct option:

Flexible pay

Benefit menu options

Flexible benefits

Benefit participation

Solved By Afaaq # 2 of 20 (Start time: 02:14:53 AM) Total Marks: 1

What is/are the key element(s) of motivation?

Select correct option:

Intensity

Direction

Persistence

All of the given options

Afaaq

Solved By Afaaq # 3 of 20 (Start time: 02:15:22 AM) Total Marks: 1

When all communication is channeled through one person, which of the following communication network exists?

Select correct option:

Direct

Chain

Lateral

Wheel

Solved By Afaaq # 4 of 20 (Start time: 02:15:38 AM) Total Marks: 1

Which of the following is a reason that the study of organizational behavior is useful?

Select correct option:

Human behavior is not random

Human behavior is not consistent

Human behavior is rarely predictable

Human behavior is often not sensible

Solved By Afaaq # 5 of 20 (Start time: 02:16:19 AM) Total Marks: 1

After which stage of group development the group formed a common set of expectations of member behaviors?

Select correct option:

Afaaq

Norming

Storming

Maturation

Forming

Solved By Afaaq # 6 of 20 (Start time: 02:16:34 AM) Total Marks: 1

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

Solved By Afaaq # 7 of 20 (Start time: 02:16:51 AM) Total Marks: 1

AGA Corporation is going to obtain the ownership or procession of another company.

This process will call:

Select correct option:

Downsizing

Rightsizing

Reengineering

Afaaq

Acquisition

Solved By Afaaq # 8 of 20 (Start time: 02:17:04 AM) Total Marks: 1

A group comprises of employees who work together to complete a particular task or project is known as:

Select correct option:

Interest groups

Command group

Task group

Friendship groups

Solved By Afaaq # 9 of 20 (Start time: 02:17:25 AM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

Technical, human, and conceptual

Interpersonal, informational and decisional

Conceptual, communication and networking

Solved By Afaaq # 10 of 20 (Start time: 02:17:38 AM) Total Marks: 1

Afaaq

A national culture characteristic describing the extend to which a society feels threatened by uncertain and ambiguous situation and tries to avoid them is called_____

Select correct option:

Short Term Orientation

Long Term Orientation

Uncertainty Avoidance

Performance Orientation

Solved By Afaaq # 11 of 20 (Start time: 02:17:53 AM) Total Marks: 1

Which of the following statements is true pertaining to the role of personality traits in negotiations?

Select correct option:

Charming personalities quickly resolve the conflicts

Competent individuals make excellent negotiations

Extraverts are less effective negotiators than introverts

Individuals with an internal locus of control are better negotiators

Solved By Afaaq # 12 of 20 (Start time: 02:18:07 AM) Total Marks: 1

Asad, one of your newest employees, is an extravert. Which of the following statements is LEAST likely to be true?

Afaaq

Select correct option:

Asad will probably attend the company picnic

Asad will be suited to a managerial or sales position

Asad will probably have a large number of relationships

Asad will perform well on specialized, detail-oriented tasks

Solved By Afaaq # 13 of 20 (Start time: 02:18:29 AM) Total Marks: 1

Asad and Saad are working in a company. There occurs a conflict between the two due to different views on some decisions. Both are indulging in what type of conflict?

Select correct option:

Interpersonal Conflict

Interorganizational Conflict

Intergroup Conflict

Person-role Conflict

Solved By Afaaq # 14 of 20 (Start time: 02:18:44 AM) Total Marks: 1

What sort of goals does Management By Objectives (MBO) emphasize?

Select correct option:

Tangible, verifiable and measurable

Achievable, controllable and profitable

Afaaq

Challenging, emotional and constructive

Hierarchical, attainable and effective

Solved By Afaaq # 15 of 20 (Start time: 02:19:04 AM) Total Marks: 1

Sadaf has a low absenteeism rate. She takes responsibility for his health and has good health habits. She is likely to have a(an):

Select correct option:

Internal locus of control

External locus of control

Core locus of control

High emotional stability level

Solved By Afaaq # 16 of 20 (Start time: 02:19:25 AM) Total Marks: 1

Studies indicate that which of the following tends to decrease with increased tenure?

Select correct option:

Job satisfaction

Productivity

Absenteeism

Raises and promotion

Solved By Afaaq # 17 of 20 (Start time: 02:19:42 AM) Total Marks: 1

Afaaq

Which of the following is NOT a work redesign option?

Select correct option:

Job rotation

Job enlargement

Job enrichment

Job formalization

Solved By Afaaq # 18 of 20 (Start time: 02:19:58 AM) Total Marks: 1

The study which enables us to learn about human beings, their activities and societies is known as

Select correct option:

Political Science

Sociology

Anthropology

Organizational Behavior

Solved By Afaaq # 19 of 20 (Start time: 02:20:16 AM) Total Marks: 1

A new committee within your university has been established that brings together specialists from all different departments to develop a new interdisciplinary program. The structure probably best meets the definition of which of the following?

Select correct option:

Afaaq

Matrix structure

Expert structure

Boundary less structure

Virtual structure

Solved By Afaaq # 20 of 20 (Start time: 02:20:34 AM) Total Marks: 1

Which of the following is not considered as a characteristic of organizations?

Select correct option:

Social entities

Goal oriented

Closed system

Deliberately structured

Afaaq

Solved By Afaaq # 1 of 20 (Start time: 05:24:53 PM)

Total Marks: 1

Which work-related value dimension has primary focus on assertive acquisition of money and power versus the quality of life and one's interpersonal relationships?

Select correct option:

Individualism-Collectivism

Masculinity–Feminity

Power distance

Uncertainty avoidance

Ataaq

Quiz Start Time: 05:24 PM

Time Left

88

sec(s)

Afaaq

Solved By Afaaq # 2 of 20 (Start time: 05:26:21 PM)

Total Marks: 1

Dissatisfied customers have _____ effect on employee's job satisfaction.

Select correct option:

Negative

Positive

Neutral

No

Quiz Start Time: 05:24 PM

Time Left

88

sec(s)

Ataaq

Solved By Afaaq # 3 of 20 (Start time: 05:27:31 PM)

Total Marks: 1

Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Afaaq

Attitudes are a measure of how the worth of an object, person or event is evaluated

Quiz Start Time: 05:24 PM

Time Left

83

sec(s)

Afaaq

Solved By Afaaq # 4 of 20 (Start time: 05:28:37 PM)

Total Marks: 1

Mr.Ajmal is considered as one of the most organized and self-disciplined employee of XYZ company. He is exhibiting which of the following dimension of the Big five model of personality?

Select correct option:

Agreeableness

Open to Experience

Conscientiousness

Emotional Stability

Quiz Start Time: 05:24 PM

Time Left

88

sec(s)

Ataaq

Solved By Afaaq # 5 of 20 (Start time: 05:29:26 PM)

Total Marks: 1

Determining how tasks are to be grouped is part of which management function?

Select correct option:

Planning

Leading

Controlling

Organizing

Afaaq

Solved By Afaaq # 6 of 20 (Start time: 05:30:11 PM)

Total Marks: 1

Mr. Ehsan, 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?

Select correct option:

Globalization and Culture

High Quality and Low Quality

Rapid Pace of Change

Afaaq

Multiple Stakeholders

Solved By Afaaq # 7 of 20 (Start time: 05:30:51 PM)

Total Marks: 1

Ahmed is responsible to transmit information to outsiders on organization's plans, policies, actions and results. Which managerial role is he playing in organization?

Select correct option:

Disseminator

Spokesperson

Afaaq

Representative

Figurehead

Solved By Afaaq # 8 of 20 (Start time: 05:31:31 PM)

Total Marks: 1

Desirable end-states of existance; the goals that a person would like to achieve during his or her lifetime are called_____Values

Select correct option:

Work

Afaaq

Instrumental

Terminal

Organizational

Solved By Afaaq # 9 of 20 (Start time: 05:32:47 PM)

Total Marks: 1

Which one of the following is NOT a component of an organization

Select correct option:

Afaaq

People

Place

Structure

Task

Afaaq

Solved By Afaaq # 10 of 20 (Start time: 05:33:39 PM)

Total Marks: 1

Workers in Pakistan are entitled to receive pension, medical facilities and gratuity come under:

Select correct option:

Human Rights

Moral Rights

Legal Rights

Personal Rights

Afaaq

Solved By Afaaq # 11 of 20 (Start time: 05:35:07 PM)

Total Marks: 1

Management roles(Interpersonal, Informational,Decisional) were coined by

Select correct option:

Henry Mintzberg

Peter Drucker

Michael E. Porter

Bill Gates

Afaaq

Solved By Afaaq # 12 of 20 (Start time: 05:35:52 PM)

Total Marks: 1

Mr.Muneeb is responsible for corrective actions when his organization faces important and unexpected disturbance. What management role is he playing?

Select correct option:

Negotiator

Disturbance handler

Resource Allocator

Disseminator

Ataaq

Solved By Afaaq # 13 of 20 (Start time: 05:36:28 PM)

Total Marks: 1

Biological Characteristics included the following EXCEPT:

Select correct option:

Marital Status

Gender

Color

Afaaq

Age

Solved By Afaaq # 14 of 20 (Start time: 05:37:03 PM)

Total Marks: 1

When we rank an individual's values in order of their_____, we obtain the person's value system.

Select correct option:

Intensity

Afaaq

Content

Context

Social needs

Afaaq

Solved By Afaaq # 15 of 20 (Start time: 05:38:08 PM)

Total Marks: 1

Which one of the following is NOT included in the 4-Ps of Continuous Improvement:

Select correct option:

Product

Place

People

Processes

Ataaq

Solved By Afaaq # 16 of 20 (Start time: 05:39:14 PM)

Total Marks: 1

Which one of the following would NOT be considered a human skill in Katz's structure?

Select correct option:

Decision making

Communicating

Working as part of a team

Listening to others

Afaaq

Solved By Afaaq # 17 of 20 (Start time: 05:39:42 PM)

Total Marks: 1

Factors other than satisfaction that impact one's decision to leave a current job include all of the following EXCEPT:

Select correct option:

Labor market conditions

Afaaq

Length of tenure with the organization

Expectations about alternative job opportunities

Organizational citizenship behavior

Solved By Afaaq # 18 of 20 (Start time: 05:41:06 PM)

Total Marks: 1

The tendency to be sociable,outspoken and friendly is known as

Select correct option:

Afaaq

Openness to Experience

Self Monitoring

Extroversion

Introversion

Afaaq

Solved By Afaaq # 19 of 20 (Start time: 05:42:23 PM)

Total Marks: 1

Mr.Nasir usually achieves high goals and perform well in difficult tasks because he

believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?

Select correct option:

Self Efficacy

Locus of Control

Self Monitoring

Self Esteem

Afaaq

Solved By Afaaq # 20 of 20 (Start time: 05:43:07 PM)

Total Marks: 1

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Ataaq

Solved By Afaaq # 1 of 20 (Start time: 08:41:14 AM)

In East, people like to work in groups and teams to achieve goals. It can be termed as which of the following cross cultural values:

Select correct option:

Collectivism

Individualism

Power Distance

Quantity of Life

Solved By Afaaq # 2 of 20 (Start time: 08:42:30 AM)

Values are important to organizational behavior because they:

Select correct option:

Are considered as an integral part of culture

Help to understand the attitudes and motivation

Form the supporting foundation for the study of ethics

Allow the study of alignment of organizational policies

Solved By Afaaq # 3 of 20 (Start time: 08:43:41 AM)

Afaaq

Explaining, measuring and changing behavior of humans or animals are concerned with:

Select correct option:

Operational analysts

Scientists

Psychologists

Sociologists

Solved By Afaaq # 4 of 20 (Start time: 08:44:15 AM)

Mr. Ehsan, 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?

Select correct option:

Globalization and Culture

High Quality and Low Quality

Rapid Pace of Change

Multiple Stakeholders

Solved By Afaaq # 5 of 20 (Start time: 08:44:42 AM)

Mr.Ajmal is considered as one of the most organized and self-disciplined employee of XYZ company. He is exhibiting which of the following dimension of the Big five model of perso

Afaaq

Select correct option:

Agreeableness

Open to Experience

Conscientiousness

Emotional Stability

Solved By Afaaq # 6 of 20 (Start time: 08:45:23 AM)

Maria is dissatisfied with the way that her manager treats her. She has quit her job and found a new position with another firm. She has expressed her dissatisfaction through _____

Select correct option:

Exit

Voice

Loyalty

Neglect

Solved By Afaaq # 7 of 20 (Start time: 08:45:50 AM)

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

Afaaq

A high degree of risk

Overcoming obstacles

Personal empowerment

Solved By Afaaq # 8 of 20 (Start time: 08:47:12 AM)

Organizational part having legitimacy and official recognition is called

Select correct option:

Non Governmental Organization

Formal Organization

International Organization

Informal Organization

Solved By Afaaq # 9 of 20 (Start time: 08:47:37 AM)

Which one of the following words is the best synonym for “ability”, as the term is used in organizational behavior?

Select correct option:

Motivation

Capacity

Experience

Wisdom

Afaaq

Solved By Afaaq # 10 of 20 (Start time: 08:48:07 AM)

When we rank an individual's values in order of their _____, we obtain the person's value system.

Select correct option:

Intensity

Content

Context

Social needs

Solved By Afaaq # 11 of 20 (Start time: 08:48:33 AM)

Which of the following leadership model integrates the expectancy theory of motivation with the Ohio State leadership research?

Select correct option:

Path-goal

Contingency

Leader-participation

Leader-member exchange

Solved By Afaaq # 12 of 20 (Start time: 08:49:40 AM)

Which one of the following is NOT a component of an organization

Afaaq

Select correct option:

People

Place

Structure

Task

Solved By Afaaq # 13 of 20 (Start time: 08:50:08 AM)

Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Conflict

Resource allocation

Solved By Afaaq # 14 of 20 (Start time: 08:50:39 AM)

_____ focuses on the study of people in relation to their social environment.

Select correct option:

Psychology

Sociology

Corporate strategy

Political science

Afaaq

Solved By Afaaq # 15 of 20 (Start time: 08:51:07 AM)

The smell of fresh cake baking makes Saima's mouth water is an example of which one of the following learning theory?

Select correct option:

Classical conditioning

Operant conditioning

Social learning

Reinforcement theory

Solved By Afaaq # 16 of 20 (Start time: 08:51:36 AM)

A high score in which dimension of the Big Five model predicts good job performance for all occupational groups?

Select correct option:

Agreeableness

Conscientiousness

Emotional stability

Openness to experience

Solved By Afaaq # 17 of 20 (Start time: 08:52:00 AM)

Afaaq

All are true for internal system approach except:

Increase rate of product innovation

Cut decision making time

Reduce production costs

Reduce production costs

Solved By Afaaq # 18 of 20 (Start time: 08:53:29 AM)

A management function of a manager in which he/she maintains a network of outside contacts who provides favors and information is:

Select correct option:

Monitor

Leader

Liaison

Entrepreneur

Solved By Afaaq # 19 of 20 (Start time: 08:54:25 AM)

Which of the following is not a biographical characteristic?

Select correct option:

Region

Afaaq

Age

Sex

Race

Solved By Afaaq # 20 of 20 (Start time: 08:55:12 AM)

Which of the following statements about the determinants of personality is true?

Select correct option:

Personality appears to be a result of external factors

Personality appears to be a result of mainly hereditary factors

Personality appears to be a result of mainly environmental factors

Personality appears to be a result of both hereditary and environmental factors

Solved By Afaaq # 1 of 20 (Start time: 09:05:19 AM)

Stamina, balance and static strength is the characteristic of ------

Select correct option:

Physical Ability

Afaaq

Solved By Afaaq # 2 of 20 (Start time: 09:06:46 AM)

Biological Characteristics included the following EXCEPT:

Select correct option:

Marital Status

Gender

Color

Age

Solved By Afaaq # 3 of 20 (Start time: 09:08:05 AM)

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Solved By Afaaq # 4 of 20 (Start time: 09:08:36 AM)

Determining how tasks are to be grouped is part of which management function?

Select correct option:

Planning

Afaaq

Leading

Controlling

Organizing

Solved By Afaaq # 5 of 20 (Start time: 09:08:58 AM)

Who proposed that intentions to work toward a goal are a major source of work motivation?

Select correct option:

Abraham Maslow

Jake Herzberg

Stephen McClelland

Edwin Locke

Solved By Afaaq # 6 of 20 (Start time: 09:10:26 AM)

Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Attitudes are a measure of how the worth of an object, person or event is evaluated

Afaaq

Solved By Afaaq # 7 of 20 (Start time: 09:10:52 AM)

Which work-related value dimension is best identified by the extent to which the primary focus is on assertive acquisition of money and power versus the quality of life and one's interpersonal relationships?

Select correct option:

Individualism-Collectivism

Masculinity-Femininity

Uncertainty avoidance

Power distance

Solved By Afaaq # 8 of 20 (Start time: 09:12:23 AM)

Psychology's major contributions to the field of organizational behavior have been primarily at what level of analysis?

Select correct option:

The level of the group

The level of the individual

The level of the organization

The level of the culture

Afaaq

Solved By Afaaq # 9 of 20 (Start time: 09:13:05 AM)

E-Organizations rely MORE on:

Select correct option:

Team Decision Making

Individual Decision Making

Virtual-Team Decision Making

Group Decision Making

Solved By Afaaq # 10 of 20 (Start time: 09:14:24 AM)

Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of _____study.

Select correct option:

Organizational

Intuitive

Theoretical

Systematic

Solved By Afaaq # 11 of 20 (Start time: 09:14:55 AM)

Afaaq

_____ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

Select correct option:

Formal organization

Informal organization

Business organization

Government organization

Solved By Afaaq # 12 of 20 (Start time: 09:15:33 AM)

Which of the following statements about the determinants of personality is true?

Select correct option:

Personality appears to be a result of external factors

Personality appears to be a result of mainly hereditary factors

Personality appears to be a result of mainly environmental factors

Personality appears to be a result of both hereditary and environmental factors

Solved By Afaaq # 13 of 20 (Start time: 09:15:56 AM)

Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Afaaq

Conflict

Resource allocation

Solved By Afaaq # 14 of 20 (Start time: 09:16:31 AM)

Which of the following is NOT the essential management skill identified by Robert Katz:

Select correct option:

Negotiation Skill

Solved By Afaaq # 15 of 20 (Start time: 09:17:58 AM)

Dissatisfied customers have _____ effect on employee's job satisfaction.

Select correct option:

Negative

Positive

Neutral

No

Solved By Afaaq # 16 of 20 (Start time: 09:18:38 AM)

Afaaq

The tendency to be sociable,outspoken and friendly is known as

Select correct option:

Openness to Experience

Self Monitoring

Extroversion

Introversion

Solved By Afaaq # 17 of 20 (Start time: 09:19:13 AM)

Solved By Afaaq # 18 of 20 (Start time: 09:20:37 AM)

Which of Hofstede's dimensions is the degree to which people in a country prefer structured to unstructured situations?

Select correct option:

Collectivism

Power distance

Long-term orientation

Uncertainty avoidance

Solved By Afaaq # 19 of 20 (Start time: 09:21:06 AM)

Afaaq

Which of the following is not a biographical characteristic?

Select correct option:

Region

Age

Sex

Race

Solved By Afaaq # 20 of 20 (Start time: 09:21:37 AM)

Which of the following is the most likely explanation for the higher absentee rate of women in the workplace?

Select correct option:

Women tend to have more illnesses that keep them from work than do men

Traditionally, women have had the responsibility of caring for home and family

Women tend to be less satisfied with their jobs than men

Women generally have jobs for which a temporary replacement can be hired

Solved By Afaaq # 1 of 20 (Start time: 01:23:44 PM)

Which of the following is NOT one of Hofstede's five dimensions of national culture?

Afaaq

Select correct option:

Power distance

Future orientation

Uncertainty avoidance

Flexibility versus rigidity

Solved By Afaaq # 2 of 20 (Start time: 01:24:30 PM)

Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of _____study.

Select correct option:

Organizational

Intuitive

Theoretical

Systematic

Solved By Afaaq # 3of 20 (Start time: 01:25:03 PM)

Job satisfaction is best described as _____.

Select correct option:

Afaaq

A result

A value

An attitude

A discipline

Solved By Afaaq # 4 of 20 (Start time: 01:26:22 PM)

Increasingly, we can expect that women will be hired into _____ positions.

Select correct option:

Unskilled

Traditionally female

Socially-oriented

Professional

Solved By Afaaq # 5 of 20 (Start time: 01:26:59 PM)

In the modern work world, where higher-level trust has been largely destroyed because of broken promises, it is likely to be replaced with which of the following type of trust?

Select correct option:

Reliance-based

Dependence-based

Afaaq

Knowledge-based

Identity-based

Solved By Afaaq # 6 of 20 (Start time: 01:28:28 PM)

The primary change agents in an organization are:

Select correct option:

Employees

Managers

Leaders

Stakeholders

Solved By Afaaq # 8 of 20 (Start time: 01:31:06 PM)

_____ is a measure of how organizations are becoming more heterogeneous in terms of gender, race, and ethnicity.

Select correct option:

Workforce diversity

Affirmative action

Organizational culture

Afaaq

Operational homogeneity

Solved By Afaaq # 9 of 20 (Start time: 01:31:44 PM)

Which of the following factors make it imperative that organizations be fast and flexible?

Select correct option:

Temporariness

Corporate excess

Advances in corporate strategy

Globalization

Solved By Afaaq # 10 of 20 (Start time: 01:32:08 PM)

Decrease in tenure can increase

Select correct option:

Innovation

Productivity

Creativity

Absenteeism

Solved By Afaaq # 11 of 20 (Start time: 01:32:47 PM)

Which of the following is not a biographical characteristic?

Afaaq

Select correct option:

Region

Age

Sex

Race

Solved By Afaaq # 12 of 20 (Start time: 01:33:27 PM)

“Fahad is easy-going at home, but at work he becomes very tense and anxious.” This statement attributes Fahad’s personality more to which of the following?

Select correct option:

Heredity

Environment

Situation

Locus of control

Solved By Afaaq # 13 of 20 (Start time: 01:33:57 PM)

Workers in Pakistan are entitled to receive pension, medical facilities and gratuity come under:

Select correct option:

Human Rights

Afaaq

Moral Rights

Legal Rights

Personal Rights

Solved By Afaaq # 14 of 20 (Start time: 01:34:32 PM)

Group behavior, power, and conflict are central areas of study for _____.

Select correct option:

Sociologists

Anthropologists

Social psychologists

Operations analysts

Solved By Afaaq # 15 of 20 (Start time: 01:35:02 PM)

Maria is dissatisfied with the way that her manager treats her. She has quit her job and found a new position with another firm. She has expressed her dissatisfaction through _____

Select correct option:

Exit

Voice

Loyalty

Neglect

Afaaq

Solved By Afaaq # 16 of 20 (Start time: 01:35:27 PM)

In East, people like to work in groups and teams to achieve goals. It can be termed as which of the following cross cultural values:

Select correct option:

Collectivism

Individualism

Power Distance

Quantity of Life

Solved By Afaaq # 17 of 20 (Start time: 01:36:08 PM)

Mr.Nasir usually achieves high goals and perform well in difficult tasks because he believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?

Select correct option:

Self Efficacy

Locus of Control

Self Monitoring

Self Esteem

Afaaq

Solved By Afaaq # 18 of 20 (Start time: 01:37:39 PM)

Which one of the following is NOT a component of an organization

Select correct option:

People

Place

Structure

Task

Solved By Afaaq # 19 of 20 (Start time: 01:39:04 PM)

All of the following are true about learning EXCEPT that it :

Select correct option:

Can have a very short duration

Requires a change in behavior

Requires some form of experience

Affects aptitude

Solved By Afaaq # 20 of 20 (Start time: 01:39:36 PM)

A person or group with a direct interest, involvement, or investment in

organization is called _____.

Select correct option:

Afaaq

Shareholder

Stakeholder

Stockholder

Patron

Solved By Afaaq (Start time: 11:19:12 AM)

Job satisfaction is best described as _____.

Select correct option:

A result

A value

An attitude

A discipline

Solved By Afaaq # 2 of 30 (Start time: 11:20:09 AM)

Which of the following can be defined as a loss in performance due to low leader expectations?

Select correct option:

Golem effect

Galatea effect

Halo effect

Afaaq

Marshal effect

Solved By Afaaq # 3 of 30 (Start time: 11:21:00 AM)

Manager praised Mr. Waqar for best performance and announced bonus of Rs.8000 for him. This is an example of which method of shaping behavior?

Select correct option:

Negative Reinforcement

Positive Reinforcement

Punishment

Extinction

Solved By Afaaq # 4 of 30 (Start time: 11:22:03 AM)

How many determinants of human behavior in an organization are studied in Organizational Behavior(OB)?

Select correct option:

1

2

3

Afaaq

Solved By Afaaq # 5 of 30 (Start time: 11:22:44 AM)

Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Attitudes are a measure of how the worth of an object, person or event is evaluated

Solved By Afaaq # 6 of 30 (Start time: 11:23:45 AM)

_____ is a measure of how organizations are becoming more heterogeneous in terms of gender, race, and ethnicity.

Select correct option:

Workforce diversity

Affirmative action

Organizational culture

Operational homogeneity

Afaaq

Solved By Afaaq # 7 of 30 (Start time: 11:24:46 AM)

The study which enables us to learn about human beings, their activities and societies is known as

Select correct option:

Political Science

Sociology

Anthropology

Organizational Behavior

Solved By Afaaq # 8 of 30 (Start time: 11:25:27 AM)

_____ focuses on the study of people in relation to their social environment.

Select correct option:

Psychology

Sociology

Corporate strategy

Afaaq

Political science

Solved By Afaaq # 9 of 30 (Start time: 11:26:11 AM)

Which of the following is NOT one of Hofstede's five dimensions of national culture?

Select correct option:

Power distance

Future orientation

Uncertainty avoidance

Flexibility versus rigidity

Solved By Afaaq # 10 of 30 (Start time: 11:26:57 AM)

Which of the following is a reason that the study of organizational behavior is useful?

Select correct option:

Human behavior is not random

Human behavior is not consistent

Human behavior is rarely predictable

Human behavior is often not sensible

Afaaq

Solved By Afaaq # 11 of 30 (Start time: 11:27:39 AM)

Factors other than satisfaction that impact one's decision to leave a current job include all of the following EXCEPT:

Select correct option:

Labor market conditions

Length of tenure with the organization

Expectations about alternative job opportunities

Organizational citizenship behavior

Solved By Afaaq # 12 of 30 (Start time: 11:28:23 AM)

Which of the following is LEAST likely to create dependency?

Select correct option:

Importance

Non substitutability

Power legitimacy

Supply and demand

Afaaq

Solved By Afaaq # 13 of 30 (Start time: 11:29:02 AM)

A company oriented around cost minimization is best served by which type of structure?

Select correct option:

Virtual

Combination

Mechanistic

Organic

Solved By Afaaq # 14 of 30 (Start time: 11:29:46 AM)

The management of Chanab Corporation discovers that its market is clearly divided between very different types of clients, with different support needs. To respond to this market diversity, management will probably choose to which of the following type of departmentalization?

Select correct option:

Requirements

Support

Customer

Matrix

Afaaq

Solved By Afaaq # 15 of 30 (Start time: 11:30:45 AM)

What is the major problem with the Meyers-Briggs Type Indicator as a measure of personality?

Select correct option:

It is very difficult to administer

It is very difficult to accurately interpret

It tends to overemphasize intuitive personality traits

It categorized individual's as either one type or another

Solved By Afaaq (Start time: 11:31:41 AM)

In the communication process, which of the following steps occurs first?

Select correct option:

Transmitting

Decoding

Encoding

Afaaq

Understanding

Solved By Afaaq # 17 of 30 (Start time: 11:32:52 AM)

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

Solved By Afaaq (Start time: 11:34:03 AM)

Which of the following statement is TRUE about Type B individuals?

Select correct option:

They are extremely competitive.

They have a sense of urgency,impatient and hostile.

They are fast workers and prefer quantity over quality

They are more relax and easy going.

Afaaq

Solved By Afaaq (Start time: 11:35:07 AM)

What is generally the result of groupthink?

Select correct option:

Higher quality decisions

More risky decisions

Less critical analysis

Unpopular decisions

Solved By Afaaq (Start time: 11:35:44 AM)

Your organization is considering the use of group decision making. What do you think will be the advantage of group decision making?

Select correct option:

Group decision making will be faster

Group discussions will be shared equally

There will be increased acceptance of the decision

Group decision making will be very costly

Solved By Afaaq (Start time: 11:36:10 AM)

Afaaq

_____ creates problem for employees when their job requires to display emotions incompatible with their actual feelings

Select correct option:

Depression

Emotional Labor

Stress

Anxiety

Solved By Afaaq (Start time: 11:37:23 AM)

Which of the following is NOT a step involved in rational decision making model

Select correct option:

Selecting the best alternative

Evaluating the alternatives

Evaluating the Problem

Defining the problem

Solved By Afaaq (Start time: 11:38:16 AM)

Afaaq

When diversity is not managed properly, there is a potential for _____.

Select correct option:

Higher creativity

Communication benefits

Labor cost inequities

Higher turnover

Solved By Afaaq (Start time: 11:38:44 AM)

Which of the following countries ranks highest in long-term orientation?

Select correct option:

Afghanistan

Bangladesh

Russia

China

Solved By Afaaq (Start time: 11:39:27 AM)

Afaaq

What are the three primary determinants of behavior that organizational behavior focuses upon?

Select correct option:

Individuals, profit structure, and job satisfaction

Individuals, groups, and job satisfaction

Groups, structure, and profit structure

Individuals, groups, and structure

Solved By Afaaq (Start time: 11:39:59 AM)

The primary organizational implication of cognitive dissonance theory helps to predict which of the following statement?

Select correct option:

The likelihood of a given employee engaging in impression management

The extent to which the workforce will accept gender and racial types of bias

The willingness of the workforce to accept company rules and work practices

The inclination towards attitude and behavioral change of the workforce

Solved By Afaaq (Start time: 11:40:26 AM)

Afaaq

What does consensus refer to in attribution theory?

Select correct option:

There is general agreement about a perception

Different people perceive a situation similarly

Different people respond the same way in the same situation

All people behave precisely the same way in certain situations

Solved By Afaaq (Start time: 11:40:50 AM)

According to attribution theory, which of the following is an example of externally caused behavior?

Select correct option:

An employee is late because of a flat tire

An employee was promoted because of his abilities

An employee was fired because he slept on the job

An employee was promoted because he was hard working

Solved By Afaaq (Start time: 11:41:22 AM)

Afaaq

Leaders achieve goals, and power is:

Select correct option:

A goal in and of itself

Usually used by poor leaders

A means of achieving goals

A strong influence on leaders' goals

Solved By Afaaq # 30 of 30 (Start time: 11:42:03 AM)

Which one of the following would be considered a motivator in the two-factor theory?

Select correct option:

Salary

Bonuses

Working conditions

Responsibility

Solved By Afaaq (Start time: 11:47:20 AM)

Afaaq

Which of the following is NOT one of the method used for career planning and development?

Select correct option:

Workshops

Career planning website

Personal development plans

Critical incident method

Solved By Afaaq # 2 of 30 (Start time: 11:47:54 AM)

The two parties eventually agree to ask Mr. Qureshi, an attorney and trusted friend, to help them informally to solve their problem. Mr Qureshi is playing which of the following role?

Select correct option:

Mediator

Arbitrator

Conciliator

Afaaq

Consultant

Solved By Afaaq # 3 of 30 (Start time: 11:49:19 AM)

Which of the following is the official right of a person to manipulate or change others?

Influence

Authority

Integrity

Trust

Solved By Afaaq # 5 of 30 (Start time: 11:51:51 AM)

Which of the following is NOT considered as a driving force of internal change?

Select correct option:

Organizational crisis

Working environment

Declining effectiveness

Societal pressures

United Company is undergoing a change process. The management decides to hire external change agent to coordinate this process. What can be the potential benefit which management can gain from this step?

Afaaq

Select correct option:

Take longer start-up times

Act freely, not tied to office politics

Non-familiarity with organizational culture

Spend time in understanding the cues and clues

Solved By Afaaq # 6 of 30 (Start time: 11:53:13 AM)

When we rank an individual's values in order of their _____, we obtain the person's value system.

Select correct option:

Intensity

Content

Context

Social needs

Solved By Afaaq # 7 of 30 (Start time: 11:54:16 AM)

Which of the following source of power depends on fear?

Afaaq

Coercive power

Reward power

Referent power

Expert power

Solved By Afaaq # 8 of 30 (Start time: 11:55:22 AM)

Which of the following leadership behaviors are identified by the path-goal theory?

Select correct option:

Supportive, employee-oriented, laissez-faire and participative

Achievement-oriented, supportive, humanistic, and directive

Participative, achievement-oriented, directive, and supportive

Directive, participative, supportive, and laissez-faire

Solved By Afaaq # 9 of 30 (Start time: 11:56:48 AM)

Which one of the following is consistent with a simple structure?

Select correct option:

High centralization

Afaaq

High employee discretion

Standardization

Bureaucracy

Solved By Afaaq # 10 of 30 (Start time: 11:57:20 AM)

What term is used for intense feelings that are directed at someone or something?

Select correct option:

Affect

Cognition

Thoughts

Emotions

Solved By Afaaq # 11 of 30 (Start time: 11:59:46 AM)

How is gain-sharing an improvement on profit sharing?

Select correct option:

It focuses on productivity gains rather than profits

Superior employees can receive incentive even when the organization isn't profitable

Afaaq

It does not distribute profits, only gains in profits

It rewards behaviors that are less influenced by external factors

Solved By Afaaq # 12 of 30 (Start time: 12:00:36 PM)

Ability to understand what is read or heard and the relationship of words to each other is called _____

Select correct option:

Verbal comprehension

Non verbal comprehension

Perceptual speed

Memory

Solved By Afaaq # 13 of 30 (Start time: 12:01:32 PM)

What is the major problem with the Meyers-Briggs Type Indicator as a measure of personality?

Select correct option:

It is very difficult to administer

Afaaq

It is very difficult to accurately interpret

It tends to overemphasize intuitive personality traits

It categorized individual's as either one type or another

Solved By Afaaq # 14 of 30 (Start time: 12:01:58 PM)

A management function of a manager in which he/she maintains a network of outside contacts who provides favors and information is:

Select correct option:

Monitor

Leader

Liaison

Entrepreneur

Solved By Afaaq # 15 of 30 (Start time: 12:02:21 PM)

Several key dimensions to any organization's environment have been found. Which of the following is one of these key dimensions?

Select correct option:

Afaaq

Productivity

Complexity

Interdependence

Collaboration

Solved By Afaaq (Start time: 12:02:45 PM)

The time at which an object or event is seen is an example of what type of factor influencing the perceptual process?

Select correct option:

Perceiver

Target

Reality

Situation

Solved By Afaaq # 17 of 30 (Start time: 12:03:16 PM)

Mr.Ajmal is considered as one of the most organized and self-disciplined employee of XYZ company. He is exhibiting which of the following dimension of the Big five model of personality?

Afaaq

Select correct option:

Agreeableness

Open to Experience

Conscientiousness

Emotional Stability

Solved By Afaaq (Start time: 12:03:49 PM)

What are the three primary determinants of behavior that organizational behavior focuses upon?

Select correct option:

Individuals, profit structure, and job satisfaction

Individuals, groups, and job satisfaction

Groups, structure, and profit structure

Individuals, groups, and structure

Solved By Afaaq (Start time: 12:04:17 PM)

Afaaq

The application of negative consequences or the withdrawal of positive consequences to reduce the likelihood of repeation of that same behavior is known as:

Select correct option:

Punishment

Negative Reinforcement

Positive Reinforcement

Rewards

Solved By Afaaq (Start time: 12:04:53 PM)

_____ is a measure of how organizations are becoming more heterogeneous in terms of gender, race, and ethnicity.

Select correct option:

Workforce diversity

Affirmative action

Organizational culture

Operational homogeneity

Solved By Afaaq (Start time: 12:05:25 PM)

Afaaq

According to Robert Katz, when managers have the mental ability to analyze and diagnose complex situations, they possess _____ skills.

Select correct option:

Technical

Leadership

Problem-solving

Conceptual

Solved By Afaaq (Start time: 12:05:53 PM)

Shortcuts in judging others include all of the following except:

Select correct option:

Stereotyping

Halo effect

Projection

Self-serving bias

Solved By Afaaq (Start time: 12:06:15 PM)

Afaaq

What are the three classes of factors that influence perception?

Select correct option:

Factors in the setting, factors in the environment and factors in the motives

Factors in the perceiver, factors in the target and factors in the situation

Factors in the character, factors in knowledge and factors in experience

Factors in the personality, factors in the character and factors in the values

Solved By Afaaq (Start time: 12:06:49 PM)

The organizations offer employee stock ownership programs to gain which of the following benefit?

Select correct option:

Increasing employee satisfaction

Reducing salaries

Reducing stress

Increasing productivity

Solved By Afaaq (Start time: 12:07:10 PM)

Afaaq

By keeping the span of control to 5 or 6 employees, which of the following is an advantage?

Select correct option:

Vertical communication is more complex

It is expensive and complicated

Decision making is slowed down

Upper management is more available and in-touch

Solved By Afaaq (Start time: 12:07:35 PM)

Which of the following values would be most likely to be considered a terminal value by Rockeach?

Select correct option:

Ambition

Self-control

Broad-mindedness

Sense of accomplishment

Solved By Afaaq (Start time: 12:07:58 PM)

Afaaq

The degree to which a person identifies with a job, actively participates in it, and considers performance important to self-worth is known as _____:

Select correct option:

Job Satisfaction

Job Enrichment

Job Specification

Job Involvement

Solved By Afaaq (Start time: 12:08:28 PM)

Which of the following term is used to describe broad range of feelings that people experience?

Select correct option:

Mood

Affect

Emotion

Emotional Intelligence

Solved By Afaaq (Start time: 12:08:59 PM)

Afaaq

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Solved By Afaaq # 30 of 30 (Start time: 12:09:34 PM)

_____ refers to manager's mental ability to analyze and diagnose complex situations.

Select correct option:

Human Skill

Managerial Skill

Conceptual Skill

Technical Skill

Afaaq

Solved By Afaaq (Start time: 12:29:41 PM)

When your superior offers you a pay raise if you will perform additional work beyond the requirements of your job, he/she is exercising which of the following power?

Select correct option:

Referent

Coercive

Reward

Personal

Solved By Afaaq # 2 of 30 (Start time: 12:30:38 PM)

The time at which an object or event is seen is an example of what type of factor influencing the perceptual process?

Select correct option:

Perceiver

Target

Reality

Situation

Afaaq

Solved By Afaaq # 3 of 30 (Start time: 12:31:23 PM)

Group discussion is the part of which of the following OD technique for bringing change?

Select correct option:

Team Building

Survey Feedback

Sensitivity Training

Process Consultation

Solved By Afaaq # 4 of 30 (Start time: 12:32:12 PM)

Which of the following statement is true in case of high centralization?

Select correct option:

The corporate headquarter is located centrally to branch offices

Action can be taken more quickly to solve problems

New employees have a great deal of legitimate authority

Lower level managers merely carry out directions

Solved By Afaaq # 6 of 30 (Start time: 12:34:21 PM)

Afaaq

Sabohi has a job which pays an excellent salary. She has a good relationship with her peers and her supervisors. She also likes the fact that the company policy fits well with what she personally believes, and that she has received considerable recognition for her achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Sabohi loves her job?

Select correct option:

High compensation

Good nature of peer relationships

Good nature of supervisor relationships

Recognition for her achievements

Solved By Afaaq # 7 of 30 (Start time: 12:35:27 PM)

Determining how tasks are to be grouped is part of which management function?

Select correct option:

Planning

Leading

Controlling

Organizing

Solved By Afaaq # 8 of 30 (Start time: 12:35:55 PM)

Afaaq

Which of the following is not a typical written test used in organizations?

Select correct option:

Intelligence

Integrity

Personality

Work sample

Solved By Afaaq # 9 of 30 (Start time: 12:36:54 PM)

Rater Errors comprised of the following EXCEPT:

Select correct option:

Central Tendency

Leniency

Mis-perception

Harshness

Solved By Afaaq # 10 of 30 (Start time: 12:37:58 PM)

Omega Electronics Company decides to establish southern, Midwestern, western, and

Afaaq

eastern zones of operation. Based on this expansion, the organization is doing which of the following type of departmentalization?

Select correct option:

Customer

Geography

Regional

Matrix

Solved By Afaaq # 11 of 30 (Start time: 12:38:40 PM)

Ali wants to buy a motor bike. He goes to the showroom and sees different models of bikes. He likes one of them very much and wants to purchase it. He asks the price from dealer which is more then his range. Both of them then negotiate over price. This is an example of:

Select correct option:

BATNA

Distributive negotiation

Integrative negotiation

Third party negotiation

Afaaq

Solved By Afaaq # 12 of 30 (Start time: 12:40:02 PM)

What is the last step in Rational decision making model?

Select correct option:

Identifying the decision criteria

Selecting the best alternative

Defining the problem

Evaluating the alternatives

Solved By Afaaq # 13 of 30 (Start time: 12:40:47 PM)

Which of the following is NOT an important issue relating to goal-setting theory

Select correct option:

Goal specificity

Equity among co-workers

Feedback

Defining the goal

Afaaq

Solved By Afaaq # 14 of 30 (Start time: 12:41:38 PM)

The more consistent a behavior, the more the observer is inclined to _____.

Select correct option:

Attribute it to interpretation

Attribute it to internal causes

Attribute it to consensus

Attribute it to external causes

Solved By Afaaq # 15 of 30 (Start time: 12:42:19 PM)

Which of the following statements is true pertaining to the role of personality traits in negotiations?

Select correct option:

Charming personalities quickly resolve the conflicts

Competent individuals make excellent negotiations

Extraverts are less effective negotiators than introverts

Individuals with an internal locus of control are better negotiators

Afaaq

Solved By Afaaq (Start time: 12:43:08 PM)

In Pakistan, which of the following source of recruiting employees is mostly used?

Select correct option:

Publications/Advertisements

Public employment agencies

Private employment agencies

Employee leasing and independent contractors

Solved By Afaaq # 17 of 30 (Start time: 12:43:54 PM)

Which of the following term is used to define tendency to draw a general impression about an individual on the basis of a single characteristic?

Select correct option:

Contrast Effect

Halo effect

Self-Serving bias

Selective Perception

Solved By Afaaq (Start time: 12:44:34 PM)

Afaaq

Your physician has advised you to take a series of medications. You comply because of his _____power.

Select correct option:

Referent

Formal

Expert

Personal

Solved By Afaaq (Start time: 12:45:20 PM)

What term is used for intense feelings that are directed at someone or something?

Select correct option:

Affect

Cognition

Thoughts

Emotions

Solved By Afaaq (Start time: 12:46:00 PM)

Afaaq

After which stage of group development the group formed a common set of expectations of member behaviors?

Select correct option:

Norming

Storming

Maturation

Forming

Solved By Afaaq (Start time: 12:46:40 PM)

Which of the following statements best characterizes self-managed teams?

Select correct option:

Their team members often have low levels of job satisfaction

Their team members prefer to work alone

Their productivity is generally low

They perform poorly during times of employee layoffs

Solved By Afaaq (Start time: 12:47:25 PM)

Afaaq

Mr. Ahmed is influenced by Mr. Ali because he is attractive and has desirable resources or personal characteristics. Which of the following sources of power is exhibited by Mr. Ali?

Select correct option:

Legitimate power

Coercive power

Reward power

Referent power

Solved By Afaaq (Start time: 12:48:01 PM)

Which of the following is NOT a key component of emotional intelligence?

Select correct option:

Self-awareness

Self-management

Commitment

Empathy

Afaaq

Solved By Afaaq (Start time: 12:48:39 PM)

Which one of the following words is the best synonym for “ability”, as the term is used in organizational behavior?

Select correct option:

Motivation

Capacity

Experience

Wisdom

Afaaq

Solved By Afaaq (Start time: 12:49:24 PM)

For task conflict to be productive, it should be:

Select correct option:

Kept high to low

Kept at low to high

Kept at moderate levels

Kept at low-to-moderate levels

Solved By Afaaq (Start time: 12:50:02 PM)

Which one of the following is NOT a component of an organization

Select correct option:

People

Place

Structure

Task

Solved By Afaaq (Start time: 12:51:12 PM)

Which of the following terms is part of the definition of a strong culture?

Select correct option:

Low behavioral controls

Narrowly shared values

Deeply held values

Weakly held values

Afaaq

Solved By Afaaq (Start time: 12:51:55 PM)

Usually in organizations, who is responsible for managing change activities?

Select correct option:

Senior management

Consultants

Managers

Employees

Solved By Afaaq (Start time: 12:52:32 PM)

The organizational design of ZIA enterprise is characterized by a low degree of departmentalization, wide spans of control, authority centralized in a single person, and little formalization. What is the organizational design of ZIA enterprise?

Select correct option:

Bureaucracy

Matrix organization

Simple structure

Team structure

Afaaq

Solved By Afaaq # 30 of 30 (Start time: 12:53:11 PM)

If a person responds the same way over time, attribution theory states that the behavior shows:

Select correct option:

Distinctiveness

Consensus

Consistency

Continuity

Solved By Afaaq (Start time: 01:02:13 PM)

_____ creates problem for employees when their job requires to display emotions incompatible with their actual feelings

Select correct option:

Depression

Emotional Labor

Stress

Afaaq

Anxiety

Solved By Afaaq # 2 of 30 (Start time: 01:02:43 PM)

Which of the following is consistent with efforts to reduce costs, speed up decision making, increase flexibility, and empower employees.

Select correct option:

Wider span of control

Narrow span of control

Matrix structures

Simple structures

Solved By Afaaq # 3 of 30 (Start time: 01:03:09 PM)

Which of the following statements is NOT true?

Select correct option:

Satisfied employees are likely to be more productive

Dissatisfied employees are more likely to miss work

Satisfied employees increase customer satisfaction and loyalty

Afaaq

The most effective way to improve job satisfaction is a raise in pay

Solved By Afaaq # 4 of 30 (Start time: 01:03:39 PM)

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?

Select correct option:

To avoid the stereotyping effect

To avoid the halo effect

To avoid the contrast effect

To avoid the projection effect

Solved By Afaaq # 5 of 30 (Start time: 01:04:03 PM)

The degree to which a person identifies with a job, actively participates in it, and considers performance important to self-worth is known as _____:

Select correct option:

Job Satisfaction

Job Enrichment

Job Specification

Afaaq

Job Involvement

Solved By Afaaq # 6 of 30 (Start time: 01:04:26 PM)

Proctor & Gamble departmentalizes by Tide, Pampers, Charmin, and Pringles. This is an example of which of the following type of departmentalization?

Function

Geography

Product

Interest

Afaaq

Solved By Afaaq # 7 of 30 (Start time: 01:05:45 PM)

Ineffective planning of workforce would be highlighted by:

Select correct option:

Recruitment and selection problems

The need to out source some of the production

A need to offer retraining to current employees

An opportunity to increase the use of mechanization

Solved By Afaaq # 8 of 30 (Start time: 01:06:41 PM)

Mr. Ehsan, 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?

Select correct option:

Globalization and Culture

High Quality and Low Quality

Rapid Pace of Change

Multiple Stakeholders

Afaaq

Solved By Afaaq # 9 of 30 (Start time: 01:07:07 PM)

Which one of the following words is the best synonym for “ability”, as the term is used in organizational behavior?

Select correct option:

Motivation

Capacity

Experience

Wisdom

Solved By Afaaq # 10 of 30 (Start time: 01:07:31 PM)

What sort of actions is most likely to be attributed to external causes?

Select correct option:

Actions that have high distinctiveness, high consensus and high consistency

Actions that have high distinctiveness, high consensus and low consistency

Actions that have high distinctiveness, low consensus and low consistency

Actions that have low distinctiveness, low consistency and high consensus

Solved By Afaaq # 11 of 30 (Start time: 01:07:54 PM)

Ali believes that he received an appropriate salary increase this year but he does not believe that the company's methods for determining salary increases were fair. He believes that there is a problem with the firm's _____ justice.

Afaaq

Select correct option:

Interpersonal

Distributive

Equity

Procedural

Solved By Afaaq # 12 of 30 (Start time: 01:08:34 PM)

Which of the following sources of power is identical to the authority?

Select correct option:

Expert power

Legitimate power

Referent power

Information power

Solved By Afaaq # 13 of 30 (Start time: 01:09:33 PM)

Afaaq

Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

Select correct option:

Social Interaction

Commitment

Charisma

Leadership Skills

Solved By Afaaq # 14 of 30 (Start time: 01:10:01 PM)

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Solved By Afaaq # 15 of 30 (Start time: 01:10:27 PM)

Afaaq

Which path-goal leadership style leads to greater satisfaction when tasks are ambiguous or stressful?

Select correct option:

Directive

Supportive

Participative

Reactive

Solved By Afaaq (Start time: 01:10:54 PM)

A national culture characteristic describing the extend to which a society feels threatened by uncertain and ambiguous situation and tries to avoid them is called_____

Select correct option:

Short Term Orientation

Long Term Orientation

Uncertainty Avoidance

Performance Orientation

Solved By Afaaq # 17 of 30 (Start time: 01:11:18 PM)

Afaaq

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?

Select correct option:

The perceivers

The target

The context

The situation

Solved By Afaaq (Start time: 01:11:44 PM)

Afaaq

According to path-goal theory, leaders having which of the following leadership styles sets challenging goals for his subordinates and have strong confidence in their performance.

Select correct option:

Directive leadership

Supportive leadership

Participative leadership

Achievement-oriented leadership

Solved By Afaaq (Start time: 01:12:23 PM)

Manager praised Mr. Waqar for best performance and announced bonus of Rs.8000 for him. This is an example of which method of shaping behavior?

Select correct option:

Negative Reinforcement

Positive Reinforcement

Punishment

Extinction

Solved By Afaaq (Start time: 01:12:46 PM)

Studies indicate that which of the following tends to decrease with increased tenure?

Select correct option:

Job satisfaction

Productivity

Absenteeism

Raises and promotion

Afaaq

Solved By Afaaq (Start time: 01:13:15 PM)

What does consensus refer to in attribution theory?

Select correct option:

There is general agreement about a perception

Different people perceive a situation similarly

Different people respond the same way in the same situation

All people behave precisely the same way in certain situations

Solved By Afaaq (Start time: 01:13:40 PM)

Asifa telephones her mother to inform that she will come late from college because of late practical. In this communication process, telephone is the:

Select correct option:

Receiver

Medium

Message

Decoder

Afaaq

Solved By Afaaq (Start time: 01:14:04 PM)

Top executives, lower-level managers and business students tends to score highest in which of the following decision-making styles?

Select correct option:

Conceptual

Analytical

Behavioral

Ethical

Solved By Afaaq (Start time: 01:14:30 PM)

Which of the following is the most important criterion in determining whether conflict is functional or dysfunctional?

Select correct option:

Overall morale

Turnover rates

Absenteeism levels

Afaaq

Performance

Solved By Afaaq (Start time: 01:14:54 PM)

Mr. Zulfiqar, Manager in ABC Company, always assume that employees don't like to work and avoid working whenever possible, So he uses to threaten employees to achieve their goals. Which theory is he applying?

Select correct option:

Theory Z

Theory Y

Theory X

Goal Setting Theory

Afaaq

Solved By Afaaq (Start time: 01:15:16 PM)

The smell of fresh cake baking makes Saima's mouth water is an example of which one of the following learning theory?

Select correct option:

Classical conditioning

Operant conditioning

Social learning

Reinforcement theory

Solved By Afaaq (Start time: 01:15:43 PM)

Which of the following has proven to be a particularly good predictor for jobs that require cognitive complexity?

Select correct option:

Intelligence tests

Integrity evaluations

Work sampling

Aptitude tests

Afaaq

Solved By Afaaq (Start time: 01:16:05 PM)

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Groupthink

Solved By Afaaq (Start time: 01:16:27 PM)

What is the last step in Rational decision making model?

Select correct option:

Identifying the decision criteria

Selecting the best alternative

Defining the problem

Evaluating the alternatives

Solved By Afaaq # 30 of 30 (Start time: 01:16:51 PM)

Ali migrated from Pakistan to a foreign country. He is disorientated by the country's customs and has difficulty in adapting it. He also feels homesickness. What is Ali experiencing?

Afaaq

Select correct option:

Culture shock

Foreign culture

Alien culture

Adventure

Solved By Afaaq (Start time: 11:16:50 AM)

Increasingly, we can expect that women will be hired into _____ positions.

Select correct option:

Unskilled

Traditionally female

Socially-oriented

Professional

Solved By Afaaq # 2 of 30 (Start time: 11:18:19 AM)

Afaaq

All of the following are true about learning EXCEPT that it :

Select correct option:

Can have a very short duration

Requires a change in behavior

Requires some form of experience

Affects aptitude

Solved By Afaaq # 3 of 30 (Start time: 11:19:05 AM)

After which stage of group development the group formed a common set of expectations of member behaviors?

Select correct option:

Norming

Storming

Maturation

Forming

Solved By Afaaq # 4 of 30 (Start time: 11:20:10 AM)

Which of the following abilities one should have to perform the job of a beach lifeguard?

Select correct option:

Afaaq

To have strong muscles only

To have inductive reasoning skills

To have deductive reasoning skills

Strong spatial-visualization abilities and body coordination

Solved By Afaaq # 5 of 30 (Start time: 11:20:59 AM)

The study which enables us to learn about human beings, their activities and societies is known as

Select correct option:

Political Science

Sociology

Anthropology

Organizational Behavior

Afaaq

Solved By Afaaq # 6 of 30 (Start time: 11:22:22 AM)

If you support the idea that conflict should be eliminated, you are supporting which of the following views of conflict?

Select correct option:

The traditional view

The human relations view

The interactionist view

The positivistic view

Solved By Afaaq # 7 of 30 (Start time: 11:23:07 AM)

In which of the following career stage; an individual gets his first job, gets accepted by his peers, learns in this job, and also gains the first tangible evidence of success or failure?

Select correct option:

Growth stage

Exploration stage

Establishment stage

Maintenance stage

Solved By Afaaq # 8 of 30 (Start time: 11:24:11 AM)

Afaaq

Which of the following is a conflict stimulation technique?

Select correct option:

Expansion of resources

Compromise

Bringing in outsiders

Problem solving

Solved By Afaaq # 9 of 30 (Start time: 11:25:07 AM)

What are the three primary determinants of behavior that organizational behavior focuses upon?

Select correct option:

Individuals, profit structure, and job satisfaction

Individuals, groups, and job satisfaction

Groups, structure, and profit structure

Individuals, groups, and structure

Afaaq

Solved By Afaaq # 10 of 30 (Start time: 11:25:50 AM)

The conflict-handling intention of avoiding is _____

Select correct option:

Assertive and uncooperative

Assertive and cooperative

Unassertive and uncooperative

Unassertive and cooperative

Solved By Afaaq # 11 of 30 (Start time: 11:26:39 AM)

Achievements, Honesty, Fairness and Concern for other are related with _____

Values

Select correct option:

Personal

Work

Instrumental

Terminal

Afaaq

Solved By Afaaq # 12 of 30 (Start time: 11:27:14 AM)

Your physician has advised you to take a series of medications. You comply because of his _____power.

Select correct option:

Referent

Formal

Expert

Personal

Solved By Afaaq # 13 of 30 (Start time: 11:27:52 AM)

_____ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

Select correct option:

Formal organization

Informal organization

Business organization

Government organization

Solved By Afaaq # 14 of 30 (Start time: 11:28:41 AM)

Afaaq

In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Solved By Afaaq # 15 of 30 (Start time: 11:29:23 AM)

Which of the following would not be considered an organization?

Select correct option:

Hospital

Charity centers

Red cross

Dairy farmers in Punjab

Solved By Afaaq (Start time: 11:30:47 AM)

Which one of the following is consistent with a simple structure?

Afaaq

Select correct option:

High centralization

High employee discretion

Standardization

Bureaucracy

Solved By Afaaq # 17 of 30 (Start time: 11:51:06 AM)

Your company's director of human resources suggests that the problem with the recruitment process is not the interviewers, but rather the fact that the interviewers lack a clear understanding of the traits and skills required for each position. Which type of team would be most likely to assemble to compile a list of the required skills?

Select correct option:

Virtual team

Self-managed team

Task force

Problem-solving team

Solved By Afaaq (Start time: 11:52:29 AM)

Afaaq

Which one of the following words is the best synonym for “ability”, as the term is used in organizational behavior?

Select correct option:

Motivation

Capacity

Experience

Wisdom

Solved By Afaaq (Start time: 11:53:32 AM)

Management roles(Interpersonal, Informational,Decisional) were coined by

Select correct option:

Henry Mintzberg

Peter Drucker

Michael E. Porter

Bill Gates

Afaaq

Solved By Afaaq (Start time: 11:54:28 AM)

Which of the following is NOT one of the six universal emotions, as agreed upon by

most contemporary researchers?

Select correct option:

Anger

Fear

Hate

Sadness

Solved By Afaaq (Start time: 11:55:36 AM)

Organizational members who intentionally violate established norms that result in negative consequences for the organization, its members, or both, show:

Select correct option:

Deviant Workplace Behavior

Emotional Labor

Interpersonal Skills

Social Skills

Solved By Afaaq (Start time: 11:56:19 AM)

Afaaq

A permanent change which occurs in the behavior due to experience is known as

Select correct option:

Ability

Learning

Motivation

Knowledge

Solved By Afaaq (Start time: 11:56:47 AM)

Group behavior, power, and conflict are central areas of study for _____.

Select correct option:

Sociologists

Anthropologists

Social psychologists

Operations analysts

Solved By Afaaq (Start time: 11:58:13 AM)

Which of the following is not a core topic of organizational behavior?

Select correct option:

Afaaq

Motivation

Attitude development

Conflict

Resource allocation

Solved By Afaaq (Start time: 12:20:07 PM)

Suppose you are the plant manager of a manufacturing facility. Your manufacturing process is fairly complex, requiring skills drawn from multiple knowledge areas. Given this complexity, which approach would likely be most effective for determining the cause of the quality problems?

Select correct option:

Forming a cross-functional team, because of the multiple knowledge areas involved

Forming a homogenous team, to assure an aggressive resolution to the problem

Forming a culturally diverse team, because of the need for team creativity

Forming self-managed team, because of the need for team autonomy

Solved By Afaaq (Start time: 12:21:23 PM)

Afaaq

Which of the following types of teams would most likely be assembled to improve the efficiency of a company's production process?

Select correct option:

Cross-functional

Problem-solving

Self-managed

Virtual

Solved By Afaaq (Start time: 12:21:51 PM)

Who proposed that intentions to work toward a goal are a major source of work motivation?

Select correct option:

Abraham Maslow

Jake Herzberg

Stephen McClelland

Edwin Locke

Solved By Afaaq (Start time: 12:22:13 PM)

Afaaq

Which of the following can be defined as a loss in performance due to low leader expectations?

Select correct option:

Golem effect

Galatea effect

Halo effect

Marshal effect

Solved By Afaaq (Start time: 12:22:43 PM)

What does consensus refer to in attribution theory?

Select correct option:

There is general agreement about a perception

Different people perceive a situation similarly

Different people respond the same way in the same situation

All people behave precisely the same way in certain situations

Solved By Afaaq # 30 of 30 (Start time: 12:23:15 PM)

Afaaq

Ineffective planning of workforce would be highlighted by:

Select correct option:

Recruitment and selection problems

The need to out source some of the production

A need to offer retraining to current employees

An opportunity to increase the use of mechanization

Solved By Afaaq (Start time: 12:28:58 PM)

When a bank robber points a gun at a bank employee, his base of power is:

Select correct option:

Coercive

Punitive

Positional

Authoritative

Solved By Afaaq # 2 of 30 (Start time: 12:29:33 PM)

Afaaq

Which of the following is not a typical written test used in organizations?

Select correct option:

Intelligence

Integrity

Personality

Work sample

Solved By Afaaq # 3 of 30 (Start time: 12:30:01 PM)

Values are important to organizational behavior because they:

Select correct option:

Are considered as an integral part of culture

Help to understand the attitudes and motivation

Form the supporting foundation for the study of ethics

Allow the study of alignment of organizational policies

Solved By Afaaq # 4 of 30 (Start time: 12:31:00 PM)

What is the last step in the Rational Decision-Making Model?

Afaaq

Select correct option:

Developing alternatives

Collecting relevant data

Weighing the decision criteria

Computing the optimal decision

Solved By Afaaq # 5 of 30 (Start time: 12:31:39 PM)

A person or group with a direct interest, involvement, or investment in organization is called _____.

Select correct option:

Shareholder

Stakeholder

Stockholder

Patron

Afaaq

Solved By Afaaq # 6 of 30 (Start time: 12:32:30 PM)

Equity theory was developed by:

Select correct option:

McClelland

Abraham Maslow

Clay Alderfer

J. Stacy Adams

Solved By Afaaq # 7 of 30 (Start time: 12:33:58 PM)

Which of the following point determine stable environment?

Select correct option:

High rate of change

Organic structure

Predictable change

Ambiguous change

Solved By Afaaq # 8 of 30 (Start time: 12:35:22 PM)

Today's managers understand that the success of any effort at improving quality and productivity must include _____.

Select correct option:

Quality management programs

Afaaq

Customer service improvements

Employee's participation

Manufacturing simplification

Solved By Afaaq # 9 of 30 (Start time: 12:36:13 PM)

Sana is an honest and straightforward person. She believes her employees are all similarly honest and straightforward, ignoring signs that they may be manipulating her. What perceptual shortcut is Sana most likely using?

Select correct option:

Contrast effect

Halo effect

Stereotyping

Projection

Solved By Afaaq # 10 of 30 (Start time: 12:37:25 PM)

How many determinants of human behavior in an organization are studied in Organizational Behavior(OB)?

Select correct option:

1

2

Afaaq

3

4

Solved By Afaaq # 11 of 30 (Start time: 12:38:17 PM)

What is the term used for the situation where employees are allowed to pick and choose from among a menu of benefit options?

Select correct option:

Flexible pay

Benefit menu options

Flexible benefits

Benefit participation

Solved By Afaaq # 12 of 30 (Start time: 12:39:15 PM)

The time at which an object or event is seen is an example of what type of factor influencing the perceptual process?

Select correct option:

Perceiver

Target

Reality

Afaaq

Situation

Solved By Afaaq # 13 of 30 (Start time: 12:40:18 PM)

If an employee dislikes uncertainty and has developed a negative attitude towards any new change then which of the following can be source of his/her resistance?

Select correct option:

Habit

Economic

Structural inertia

Fear of the unknown

Solved By Afaaq # 14 of 30 (Start time: 12:41:06 PM)

Which of the following deals with premature sense of accomplishment:

Select correct option:

Forming

Storming

Adjourment

Norming

Afaaq

Solved By Afaaq # 15 of 30 (Start time: 12:42:03 PM)

Mrs. Hillary Clinton gained political capital by her marriage to the President Clinton is an example of which of the following power?

Select correct option:

Referent power

Legitimate power

Reward power

Expert power

Solved By Afaaq (Start time: 12:42:48 PM)

United Company is undergoing a change process. The management decides to hire external change agent to coordinate this process. What can be the potential benefit which management can gain from this step?

Select correct option:

Take longer start-up times

Act freely, not tied to office politics

Non-familiarity with organizational culture

Spend time in understanding the cues and clues

Afaaq

Solved By Afaaq # 17 of 30 (Start time: 12:43:33 PM)

Which one of the following would NOT be considered a human skill in Katz's structure?

Select correct option:

Decision making

Communicating

Working as part of a team

Listening to others

Solved By Afaaq (Start time: 12:44:09 PM)

The Fiedler model proposes:

Select correct option:

Changing the leader

Changing the situation

Matching leaders and situations

Changing the employees

Solved By Afaaq (Start time: 12:44:55 PM)

Afaaq

Which of the following term can be used to describe the joining of PICIC Commercial Bank with the NIB Bank Limited for increasing the resources, total assets and distribution networks?

Select correct option:

Merger

Downsizing

Rightsizing

Reengineering

Solved By Afaaq (Start time: 12:45:43 PM)

Top executives, lower-level managers and business students tends to score highest in which of the following decision-making styles?

Select correct option:

Conceptual

Analytical

Behavioral

Ethical

Solved By Afaaq (Start time: 12:46:23 PM)

Afaaq

Decrease in tenure can increase

Select correct option:

Innovation

Productivity

Creativity

Absenteeism

Solved By Afaaq (Start time: 12:47:21 PM)

“Fahad is easy-going at home, but at work he becomes very tense and anxious.” This statement attributes Fahad’s personality more to which of the following?

Select correct option:

Heredity

Environment

Situation

Locus of control

Solved By Afaaq (Start time: 12:48:20 PM)

Afaaq

Hanif is dissatisfied with his job but believes that his supervisor is a good man who will do the right thing. Hanif has decided that if he just waits, conditions will improve.

Henry's approach to this problem is termed as:

Select correct option:

Exit

Voice

Loyalty

Neglect

Solved By Afaaq (Start time: 12:48:59 PM)

The smell of fresh cake baking makes Saima's mouth water is an example of which one of the following learning theory?

Select correct option:

Classical conditioning

Operant conditioning

Social learning

Reinforcement theory

Solved By Afaaq (Start time: 12:49:42 PM)

Afaaq

Which of the following is not considered as a characteristic of organizations?

Select correct option:

Social entities

Goal oriented

Closed system

Deliberately structured

Solved By Afaaq (Start time: 12:50:21 PM)

Which of the following is NOT a common organizational design?

Select correct option:

Simple structure

Bureaucracy

Centralized structure

Matrix structure

Solved By Afaaq (Start time: 12:51:29 PM)

Your boss never gives you the benefit of the doubt. When you were late back from lunch, he assumed that you had simply taken too much time. He never considered that the elevators were out and you had to walk up 10 flights of stairs. Your boss is guilty of

Afaaq

_____.

Select correct option:

Self-serving bias

Selective perception

Fundamental attribution error

Inconsistency

Solved By Afaaq (Start time: 12:52:18 PM)

In attribution theory, what is distinctiveness?

Select correct option:

Whether an individual displays consistent behaviors in different situations

Whether an individual displays different behaviors in different situations

Whether an individual displays consistent behaviors in similar situations

Whether an individual displays different behaviors in similar situations

Solved By Afaaq (Start time: 12:52:55 PM)

Which of the following option shows the quality of continuing steadily despite of problems or difficulties?

Select correct option:

Persistence

Afaaq

Intensity

Direction

Meditation

Solved By Afaaq # 30 of 30 (Start time: 12:53:35 PM)

When Job satisfaction is increased, absenteeism tends to:

Select correct option:

Increase

Decrease

Have no effect

None of the above

Afaaq

MGT502 - Organizational Behaviour

Quizzes

Solved By Muhammad Afaaq and Nisha Ishtiaq

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MGT502 - Organizational Behaviour Mega quiz file Solved By

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Remember Me In Your Prayers

Best regard's

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If not then raise ur standard
That's about me … !

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