

KAHM UNITY WOMEN'S COLLEGE,

MANJERI DEPARTMENT OF

PSYCHOLOGY

QUESTION BANK

SEMESTER 6

PSY6B05-1 ORGANIZATIONAL BEHAVIOUR

MCQ Questions

1: Organizational behavior is _____

- a) A science
- b) An art
- c) A science as well as an art
- d) none of the above

Ans: c

2: Factors affecting organizational behavior are

- a) people
- b) environment
- c) technology
- d) all of the above

Ans: d

3: Scope of organizational behavior does not include

- a) leadership

b) perception

c) job design

d) technology

Ans: d

4: In present context challenges for organizational behavior are

a) employees expectations

b) workforce diversity

c) globalization

d) all of the above

Ans: d

5: Organizational behavior focus at 3 level

a) individuals, organization, society

b) society, organization, nation

c) employee, employer, management

d) individual, groups, organization

Ans: d

6: Some of organizational behavior's challenges and opportunities include all of the following except

a) reinforcing the importance of traditional methods of management

b) offering specific insights to improve interpersonal and people skills

C) helping us learn to cope in a continuous changing world

D) facilitating the improvement of quality and employee productivity

Ans: a

7: The field of organizational behavior examines such questions as the nature of leadership, effective learn development, and

A) organizational control; conflict management

B) interpersonal conflict; resolution motivation of individuals

C) motivation of individuals ; planning

D) planning; development

Ans: a

8: These all theories are include in content theories except

A) Maslow's hierarchy of needs

B) equity theory

C) aldermen's ERG theory

D) McClelland's learner needs theory

Ans: b

9: Find the correct relationship of vroom's expectancy theory

A) Expectancy \times attitude \times valence = motivation

B) Attitude \times motivation \times skill = expectation

C) skill variety \times task identity \times autonomy = motivation

D) Expectancy × instrumentality × valence = motivation

Ans : D

10: Equity theory proposed by

A) homans

B) Herzberg

C) Maslow

D) Adams

Ans: D

12: Founder of goal setting theory

A) Locke and Latham

B) Maslow

C) Adams

D) Freud

Ans: a

13: Who is proposed balance theory?

A) Theodore

B) homans

C) Adams

D) vroom

Ans: a

14: Following are Four areas of transactional analysis except

A) structural analysis

B) game analysis

C) challenge analysis

D) script analysis

Ans: c

15: The following theories are include in leadership theories except

A) greatman theory

B) balance theory

C) trait theory

D) contingency theory

Ans: b

16: Which is not include in communication process

A) input

B) sender

C) message

D) media

Ans : A

17: Following all are include in process theories except

- A) vroom's expectancy theory
- B) goal setting theory
- C) Maslow hierarchy of needs theory
- D) equity theory

Ans: c

18: Transactional analysis conducted by

- A) homans
- B) Eric Berne
- C) alderfer
- D) John Locke

Ans: b

19: Fundamental unit of social interaction by Eric Berne is

- A) motivation
- B) communication
- C) transaction
- D) balance

Ans: c

20: What is an stroke in OB??

- A) group of organizations
- B) unity of organization
- C) uniqueness of organizations
- D) processing of organization

Ans: b

2mark questions

1: Hierarchy of needs

2: Attribution

3: Contrast effect

4: Adjourning stage

5: Cohesiveness

6: Persuasive communication

7: Employee turnover

8: Self promotion

9: flattery

10: Process conflict

11: lower equalization

12: unity of command

13: elements of organizations

14: models of organizations

15: importance of organizations

16: attitude formation

17: perception

18: semantic barriers

19: Crossed transaction

20: organizational development

5mark questions

1: fundamental attribution error

2: transactional analysis

3: impression management techniques

4: traditional view of conflict

5: types of groups

6: departmentalization

7: work specialisation

8: structure of organisation

9: characteristics of attitudes

10: communication process

11: types of motivation

12: managerial implications of equity theory

13: types of group

14: functions of leaders

- 15: conflict process
- 16: classification of conflict
- 17: work life balance
- 18: reducing workplace stress
- 18: organizational development process
- 19: six steps of organizational effectiveness
- 20: goals of organizational development

10mark questions

- 1: discuss various components of communication process
- 2: what are the theories of leadership
- 3: what are the content theories
- 3: what are the process theories
- 4: what are the group theories?
- 5: need and important of organizational behavior
- 6: organizational models and structure
- 7: motivation and its types
- 8: groups and types of groups
- 9: communication and types of communication
- 10: transactional analysis
- 11: conflict process and factors influencing conflict
- 12: classification of conflict and conflict resolution

13: stress and consequences of work place stress, it's categories

14: organizational development and it's process

15: organizational effectiveness and it's steps

16: challenges faced by organizational behavior

17: attitude and it's formation

18: perception and factors effecting perception

19: communication and it's barrier

20: equity theory with examples