

Organizational Behaviour Questions

1. Which of the following statements is true about Organizational Behavior (OB)?
 - A. OB focuses solely on studying the individual level.
 - B. OB does not consider group or organizational processes.
 - C. OB studies individuals, groups, and organizational structures.
 - D. OB excludes the influence of organizational culture.
2. Which theory views employees as assets who can be developed rather than robots who follow orders?
 - A. Scientific Management Theory
 - B. Behavioral Management Theory
 - C. Contingency Theory
 - D. Systems Theory
3. Which of the following is **not** a dependent variable in Organizational Behavior?
 - A. Absenteeism
 - B. Turnover
 - C. Personality
 - D. Job satisfaction
4. Which of the following reflects the realities of the modern workplace? **Except**
 - A. Changing customer expectations
 - B. Changing workforce
 - C. Changing organizations
 - D. None of the above
5. Which discipline primarily measures, explains, and changes human and animal behavior, contributing to OB?
 - A. Anthropology
 - B. Sociology
 - C. Psychology
 - D. Political Science
6. The process by which individuals organize and interpret sensory information is called:
 - A. Personality
 - B. Attitude
 - C. Perception
 - D. Learning
7. Which personality trait measures an individual's ability to adjust behavior to external situational factors?
 - A. Machiavellianism
 - B. Self-Esteem
 - C. Self-Monitoring
 - D. Narcissism
8. In which stage of group development do members experience intra-group conflict?
 - A. Forming
 - B. Storming
 - C. Norming
 - D. Performing

9. Mr. X is a kind of person who believes that he is the master of his own destiny. What kind of personality does Mr. X has?
- A. Internal locus of control
 - B. External locus of control
 - C. Low self-esteem
 - D. Self-monitoring
10. _____ is a component of attitude referring to the thought process with special emphasis on rationality and logic.
- A. Affective component
 - B. Cognitive component
 - C. Behavioral component
 - D. Emotional components
11. Which level of analysis in organizational behavior focuses on team dynamics, decisions, power, and politics?
- A. Individual Level
 - B. Group Level
 - C. Organizational Level
 - D. Structural Level
12. Which type of group is defined by the organization's structure?
- A. Informal groups
 - B. Formal groups
 - C. Friendship groups
 - D. Reference groups
13. A team created to solve a specific problem and disbanded afterward is called:
- A. Cross-functional team
 - B. Problem-solving team
 - C. Virtual team
 - D. Ad hoc team
14. Unwritten rules that guide organizational behavior are known as:
- A. Roles
 - B. Status
 - C. Norms
 - D. Policy
15. Which of the following is **not** a motivation factor under Herzberg's two-factor theory?
- A. Achievement
 - B. Responsibility
 - C. Advancement
 - D. Salary
16. Which of the following is **not** aligned with Theory Y?
- A. People view work as natural as play
 - B. People dislike responsibility
 - C. Employees can exercise self-direction
 - D. People can learn to accept responsibility
17. Which of the following is an early theory of motivation?
- A. Equity Theory
 - B. Expectancy Theory
 - C. Hierarchy of Needs Theory
 - D. Goal Setting Theory

18. Maslow's Hierarchy of Needs Theory states that:
- A. People can be motivated to satisfy multiple needs at once
 - B. Only unmet needs motivate individuals
 - C. Motivation is based solely on monetary incentives
 - D. Self-actualization is at the base of the hierarchy
19. Which theory suggests that employees are motivated when their perceived inputs equal their outcomes?
- A. ERG Theory
 - B. Goal Setting Theory
 - C. Equity Theory
 - D. Expectancy Theory
20. Which of the following is a key feature of ERG Theory?
- A. It emphasizes that only physiological needs are motivating
 - B. It includes the concept of frustration-regression
 - C. It focuses only on intrinsic rewards
 - D. It eliminates the need for growth needs
21. In Expectancy Theory, the term "instrumentality" refers to:
- A. The belief that performance will lead to rewards
 - B. The relationship between effort and performance
 - C. The attractiveness of the rewards
 - D. The amount of effort required to achieve goals
22. Which of the following is **not** a feature of motivation?
- A. Motivation is a psychological phenomenon
 - B. Motivation is temporary
 - C. Motivation is a continuous process
 - D. Motivation is result-oriented
23. If a manager discourages absenteeism by warning about consequences, which method is used?
- A. Positive reinforcement
 - B. Extinction
 - C. Punishment
 - D. Negative reinforcement
24. Culture performs all of the following **except**:
- A. Shapes behavior
 - B. Helps define boundaries
 - C. Promotes shared identity
 - D. Limits organizational success

25. Which power base is rooted in a person's knowledge or skills?
- A. Referent power
 - B. Expert power
 - C. Coercive power
 - D. Legitimate power
26. Which conflict-handling style is characterized by high assertiveness and low cooperativeness?
- A. Avoiding
 - B. Accommodating
 - C. Competing
 - D. Collaborating
27. Which type of organizational structure is most appropriate for a small business with centralized authority and minimal formalization?
- A. Matrix Structure
 - B. Simple Structure
 - C. Bureaucracy
 - D. Team Structure
28. One major disadvantage of the mechanistic structure is that it:
- A. Encourages entrepreneurial behavior
 - B. Supports decentralized decision-making
 - C. Limits individual autonomy and flexibility
 - D. Promotes open communication
29. Which of the following is **not** one of the six key elements in designing organizational structure?
- A. Work specialization
 - B. Formalization
 - C. Product innovation
 - D. Chain of command
30. The structure that removes horizontal, vertical, and external boundaries is called:
- A. Matrix structure
 - B. Virtual organization
 - C. Boundaryless organization
 - D. Bureaucracy