

OMBC102: Assignment & Self Assessment

Qns

1. Who has introduced X and Y theory

a. MC Gregor

b. Peter drucker

c. Henry fayol

d. FW Taylor

2. Which character belong to Theory Y employee

a. They enjoy thier work and take initiative

b. always boring and avoid workload

c. needs to be guided

d. must be forced

3. The most significant management skills are

a. Technical, Humar and conceptual

b. Technical, behavioral and conceptual

c. Systematic, Human and conceptual

d. systematic, Human and cognitive

4. Hawthorne Studies is related to which stage of the organizational behavior evolution

a. Industrial revolution

b. Scientific management

c. human relation movement

d. organisational behavior

5. Following is the feature of Autocratic model of Organization

- a. Employees are treated as partner
- b. Employee decision is considered
- c. Employees are treated as assets
- d. Employee decision is not considered**

6. Leadership motivates the people to work and not the power of money " , this concept is related to

- a. Autocratic model
- b. Custodial model**
- c. supportive model
- d. collegial model

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

- a. Interpersonal conflict resolution, motivational of individuals**
- b. Organisational control conflict management
- c. motivation of individuals planning
- d. planning development

8. In perceiving stimuli or phenomena, the tendency is to keep certain phenomena in focus and other phenomena in background is called

- a. Perceptual organisation
- b. perceptual context
- c. subminimal perception
- d. figure ground**

9. The subsequent activities that take place in the perceptual process after a stimulus is received is called.

a. Perceptual organisation

- b. perceptual context
- c. subminimal perception
- d. Situation

10. The five personality traits as per Big Five Personality Traits are

a. Extroversion, agreeableness, conscientious, emotional stability, openness to experience

- b. Extroversion, agreeableness, Friendly, emotional stability, openness to experience
- c. Extroversion, agreeableness, Courage, emotional stability, openness to experience
- d. Extroversion, agreeableness, conscientious, emotional stability, easy going

11. Putting people into a convenient group on basis of some characteristics and make an assumption to perceive is called as

a. Stereotyping

- b. Perception
- c. Perceiving
- d. Group Perception

12. Transactional analysis is given by

a. Eric Berne

- b. Herbert simon
- c. Chester Bamard
- d. Henry Fayol

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

- a. Behavior
- b. attitude**

- c. personality
- d. employer

14. Which one is not a benefit to employee which results through positive attitude of an employee

- a. Promotion**
- b. Less Stress
- c. Job security
- d. Enjoying Life

15. Intrinsic reward is something given to you by someone else as recognition for good work.

- a. True**
- b. False

16. High levels of effort don't necessarily lead to favorable job performance unless the effort is channeled in a direction that benefits the organization

- a. True**
- b. False

17. ERG theory includes a frustration-regression process whereby those who are unable to satisfy a higher need become frustrated and regress back to the next lower need level.

- a. True**
- b. False

18. Employees with a low need for achievement perform their work better when money is used as a financial incentive.

- a. True**
- b. False

19. Conflict that occurs among employees following a merger is usually caused by different values and beliefs.

a. True

b. False

20. Effective conflict management involves suppressing task-related conflict and encouraging socioemotional conflict.

a. True

b. False

21. All groups are teams, but not all teams are groups.

a. True

b. False

22. Informal groups exist primarily to fulfil personal rather than organizational needs

a. True

b. False

23. Communication is an _____ exchange process

a. one way

b. three way

c. two way

d. four way

24. Diagonal communication refers to-----

a. managers and workers located in same functional divisions

b. between worker and worker

c. managers and workers located in different functional division

d. between friends

25. The----- is a shared system of meaning among employees

- a. Organizational systems
- b. Collective sensemaking
- c. Organization culture**
- d. Cultural sensitivity

26. The term “organisational culture” is considered -----, while “job satisfaction” is-----

-

- a. evaluative, objective
- b. subjective, descriptive
- c. descriptive, evaluative**
- d. objective, subjective

27. The ----- stress is because of overjoy

- a. Hyper work stress
- b. hypo work stress
- c. distress
- d. eustress**

28. Life stressors can be categorised in ---- class

- a. 1
- b. 2
- c. 3**
- d. 4

29. Leadership today is increasingly associated with the concept of-----?

- a. control
- b. command

c. getting others to follow

d. strategy

30. Approaches to the study of leadership which emphasis the personality of the leader are termed _____.

a. Inspirational

b. Trait theories

c. Contingency theories

d. group theories

Question	Option 1	Option 2	Option 3	Option 4	Answers
A field of study that investigates the impact that individual, group and structure have on behavior within organization is known as	Organizational Change	Organizational Behavior	Organizational Stress	Psychology	2
Organization Behavior is	An interdisciplinary approach	Having Limited focus	Closed system approach	Negative approach	1
Who has explained the Scientific Mangement	F.W.Taylor	Abram Maslow	Henry Fayol	Peter Drucker	1
Who is called as the Father of Scientific Mangement	F.W.Taylor	Abram Maslow	Henry Fayol	Peter Drucker	1
Who has demonstrated the concept of Hawthorne studies	F.W.Taylor	Abram Maslow	Henry Fayol	Elton Mayo	4
The first phase of Hawthorne studies is known as	Illunimation studies	Bank Wiring room studies	Relay Assembly studies	Chemical Study	1
Who has demonstrated the concept of Theory X and Y	Abram Maslow	Henry Fayol	Elton Mayo	Douglas McGregor's	4
Following are the priciples of scientific Management excpet	Describe and bread down the task to its smallest unit	Restrict behavioral alternatives facing worker-remove worker discretion in planning	Use 'time and motion' studies	Use of Chemical process	4
Hawthorne studies were conducted to find	New chemical formula	Radiation effect	Black effect	to determine the relationship between work environment and productivity.	4
Hawthorne studies were conducted at	Delhi	Singapore	Chicago	Washington	3
Hawthorne studies has been started in following year	1999	1997	1920	1940	3
A Piece Rate Incentive system has been introduced by	F.W.Taylor	Abram Maslow	Henry Fayol	Elton Mayo	1
Organization structure primarily refers to	how activities are coordinated & controlled	how resources are allocated	the location of departments and office space	the policy statements developed by the firm	1
"----- are social inventions for accomplishing goals through group efforts"	Management	Organization	Leadership	Behavior	2
Organization Behavior is not a /an	A separate field of study	Applied science	Normative science	Pessimistic approach	4
Which of the following forms the basis for the autocratic model of OB	Obedience	Authority	Power	Dependence on boss	3
Which of the following is not correct for the organisational behaviour?	Organisational behaviour is an integral part of management	Organisational behaviour is a disciplinary approach	Organisational behaviour helps in analysis of behaviour	"Organisational behaviour is goal-oriented	2
Following factors affect the OB except	People	Structure	Technology	Home	4
OB is mainly concerned with the study of _____ at work.	human behavior	Animal Behaviour	Chemical process	Biological process	1
Organizations is _____	Social System	Physical system	Chemical process	Closed system	1
Select the style of workplace conflcit, implies_ Lets put our heads together	Both way	Part Way	Your way	My Way	1
During workplace conflict if you are getting something in exchange, what next step to take if you are naturally assertive show what exactly you would do?	List him your wishes	Try to gain ground, you have ceded	be cooperative	contractually bound him	2
Select the best approach when short term conflict resolution is needed in an workplace conflict?	collaberate	stand your ground	sidestep	cede to others requirement	1
Outline a role-set is the range of contacts with whom an individual in a particular role ?	Shaper	Plant	Team Worker	Specialist	2
Identify The team-role which is likely to demonstrate such positive qualities as strategic vision and accurate judgement but may also be overly critical ?	Specialist	Shaper	Team Worker	Monitor-Evaluator	4
Identify the external sounds present in the channels of communication from followings.	Noise	Semantic problems	Cultural barriers	Over communication	4
Select from the followings which of these should not be avoided for effective communication?	Noise	Planning	Semantic problems	Wrong assumptions	2
Select the best way to protect the body from the harmful effects of stress.	learn how to avoid it	learn how to manage it	take your anger out on inanimate objects	take a long walk and bottle up your frustration.	2
Identify type of employee resistance aims at ensuring the complete failure of change initiatives of the organization?	positive resistance	negative resistance	passive resistance	active resistance	2
Identify workers' acceptance of change is characteristic of what type of culture?	Team culture	Collaborative culture	Group culture	Collective culture	2
Choose the term for an organisation that adapts to changes in the environment by quickly responding to shifts in supply and demand conditions?	Opportunistic organisation	Enterprising organisation	International organisation	Agile organisation	4
Culture is most likely to be a liability when _____	The organization scores low on the degree of formalization.	The organization's management is highly efficient.	The organization's environment is dynamic	The organization is highly centralized.	1

_____ is a process that helps new employees adapt to the prevailing organizational culture.	Formalization	Socialization	Social loafing	Satisficing	2
The -----remarks “people fear technological unemployment, reduced work hours, demotion, reduced wages and reduced incentives and resist change.” are the reasons for resistance of change	Kert Lewin	Keith Davis	Abraham Maslow	Peter Drucker	2
The following are the examples of individual resistance to change except-----	Economic reason	Social Reason	Psychological reason	Globelization	4
The centrality of an attitude reflects:	a person’s degree of negative or positive feelings about an object.	the extent to which an attitude is related to a person’s other attitudes.	the extent to which an attitude is part of a person’s concept of self.	the attitude’s resistance to change	3
The ego-defensive function of an attitude:	helps a person adjust to his/her world.	helps an person defend his/her self-image.	allows satisfaction to be derived from expressing central values	helps a person mentally structure and organise his/her world, to make it more predictable.	2
Cognitive dissonance occurs when:	the attitude to an object and the behaviour towards it are consistent.	the attitude to an object and the behaviour towards it are inconsistent.	when a person has no attitude towards an object.	when a person is unsure of his/her attitude to an object	1
The thing which is conception,explicit or implicit, distinctive of an individual or characteristic of a group, of the desirable which influences the selection from available mode, means and ends of action.	Perception	Attribute	Value	Belief	3
The thing which refers to the magnitude or degree of favorableness or unfavourableness toward the object/event is	Attitude	Valence	Attribute	Belief	2
The scale where the statement will be both favourable and unfavaorable is called	Likert’s scale	Thurstone’s scale	Bogardus’s social distance scale	Guttman scale	2
The guttman scale was discovered in the year	1945	1940	1950	1974	3
Likert scale consist of how many boxes	One	Two	Five	Four	3
_____ describes a positive feeling about your job resulting from an evaluation of its characteristics.	enlargement	satisfaction	engagement	involvement	2
The concept that orgaization are becoming more hetrogeneous in terms of gender,race ethnicity and inclusion of others diverse group is	Psychology	Work Diversity	Anthropology	All of these	2
In OB studies which of the following determinant of behaviour in organization	Individual	Group	Structure	All of these	4
Which of the following field contribute to OB mainly at the individual level analysis ?	Psychology	Social Psychology	Anthropology	All of these	4
Which of the field contribute to OB ?	Psychology	Social Psychology	Anthropology	All of these	4
The model of organizational behaviour are	Autocratic Model	Custodial Model	Supportive Model	All of these	4
Which of the following is most closely associated with Henri Fayol?	Hawthorne Studies	Time and Motion Study	Iron Cage	Classical Management School	4
An interdisciplinary field dedicated to the study of how individuals and groups tend to act in organizations is called	A)sociology.	B)cultural anthropology.	psychology.	organizational behaviour.	4
Organizational behaviour incorporates two distinct features which are:	interdisciplinary and scientific	interdisciplinary and explanatory	explanatory and systematic	interdisciplinary and systematic	2
Which one of the following is not a level at which social science research can be carried out in relation to organizations?	individual	group	managerial	collective	4
One of the following is NOT representative of some of the variables on which organizations differ, which is it?	size, location and industry	management style, government policy and chance	structure, scope of operations and age	location, age and technology	2
Which of the following best describes the term stakeholder in relation to organizations?	any group or individual with an interest in the organization	owner or person with a financial stake in the business	employee or other person dependant on the organization	customer or supplier	1
One of the following is NOT representative of some of the reasons underlying why managers need organizations to exist, which is it?	career, opportunity and habit	status, power and self-interest	lifestyle, expectation and career	status, power and lifestyle	1
Which of the following is not one of the characteristics of the critical perspective on the study of organizations?	reflexive.	embedded.	supports the status quo.	multi-dimensional.	3
A significant contribution of Chester Barnard was the concept of	bureaucracy.	organization as a co-operative system	total quality management.	traditional theory of authority.	4
_____ is useful in measuring, understanding and changing attitude, communication pattern, the way in which group activities can satisfy individual need and in group decision making process.	Psychology	Social Psychology	Anthropology	All of these above	2
Bureaucratic organizations approach was a subfield within _____.	administrative management	systems theory	scientific management	human relations school	1
In _____ the manager has the power to command his subordinate to do a specific job. Management believes that it knows what is best for an organization and therefore,employees are required to follow their orders.	Custodial Model	Autocratic Model	Anthropology	All of these	1
The Industrial Revolution that started with the development of steam power and the creation of large factories in the late ----- Century	Eighteenth	Twenty	Nineteen	Twenty First	1
The first phase of the Hawthorne work is -----	Illumination Experiments:	Relay Room Experiments:	Mass Interviewing Program	Bank wiring room study	1

Theory X and Theory Y was given by	Douglas McGregor	Ure	Taylor	Mayo	1
A Piece Rate Systems was stated by-----	Douglas McGregor	Ure	Taylor	Mayo	3
Hawthorne experiment was conducted by-----	Douglas McGregor	Ure	Taylor	Mayo	4
Hawthorne experiment was conducted at -----	Western Electric Co.	East India Company	Tata Motors	Ford Motors	1
The study of organizational behavior is concerned with:	Organizational Change	Organizational Behavior	Organizational Stress	All of above	2
The key factors affecting Organizational Behaviour are	People	Structure	Environment	All of above	4
The study of Organization Behavior has certain basic assumptions	An industrial enterprise is an organization of people	These people must be motivated to work effectively	The goals of the employee and the employer may not necessarily coincide	All of above	4
Who has given the four diifferent models of OB	Abraham Maslow	Keith Davis	Douglas Mcgregor	Peter Drucker	2
OB's current state of investigation and study is best described as:	All of OB is based on universal truths proposed by academics, researchers and practitioners. Political forces have a tendency to influence the study of OB and, hence, skew resulting conclusions	There is little disagreement among OB researchers and scholars as to the current state.	OB is practically based on situational or contingency conditions driven by leadership style.	Cause-effect principles, which tend to apply to all situations, have been isolated.	3
"field of study that investigates the impact that individuals, groups, and structure have on behavior in organizations for the purpose of applying such	Organizational Behaviour	Motivation	Perception	None of above	1
Organization Behavior is	An interdisciplinary approach	A humanistic approach	Total system approach	All of these	4
Which of the following is/are the key features of organization	Social invention	Accomplishing goals	Group efforts	All of these	4
A study of human behavior in organizational settings is	Individual behavior	Group behavior	Organizational behavior	None of these	3
Psychology's major contributions to the field of organizational behavior have been primarily at what level of analysis?	the level of the group	the level of the individual	the level of the organization	the level of the culture	2
An OB study would be least likely to be used to focus on which of the following problems?	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	an increase in theft by employees at a retail store	3
Which behavioural science discipline is most focused on understanding individual behaviour?	Sociology	social psychology	Psychology	anthropology	3
The science that seeks to measure, explain, and sometimes change the behaviour of humans and other animals is known as	Psychiatry	Psychology	Sociology	organizational behavior	2
Which of the following fields has most helped us understand differences in fundamental values, attitudes, and behaviour among people?	Anthropology	Psychology	political science	operations research	1
How is the science of organizational behaviour different from sciences such as physics and chemistry?	OB accepts intuitive explanations of phenomena it studies	Much of the data used in OB is collected by scientists working in different, but related, fields	OB does not seek unifying underlying principles for the phenomena it studies.	Most people have preconceived notions about the phenomena studied by OB	4
Which of the following statements is true about the term "ability", as the term is used in organizational behaviour?	It refers to an individual's willingness to perform various tasks.	It is a current assessment of what an individual can do.	It refers exclusively to intellectual skills.	It refers exclusively to physical skills	2
The study of group processes in the organizational behaviour has largely been derived from what field of study?	Psychology	Sociology	Anthropology	Social Studies	1
_____ is the process by which individuals organize and interpret their sensory impressions.	Perception	Intuition	Analysis	Self-serving bias	1
What do we call it when we judge someone on the basis of our perception?	Stereotyping	Categorizing	Halo effect	Prototyping	1
The cognitive process through which an individual selects, organizes but misinterprets environmental stimuli is known as _____	Perception	Selective Perception	Projection	Mis-Perception	1
What is the external attention factors affecting Perception	Intensity	Past Learning	Education	Perciver attitude	1
What is the internal set factors affecting Perception	Psychological need	Intensity	Novelty and familiarity	Motion	1
Following thing must be done to have quick perception except	Increase your own awareness	Be aware of the effect you have on others	Be visible at strategic moments	React emotionally to the feedback you receive	4
_____ is the sum total of ways in which an individual reacts to and interacts with others.	Moods	Values	Personality	Attitudes	3
_____ are enduring characteristics that describe an individual's behavior	Personality traits	Individual dimensions	Value systems	Terminal values	1

The _____ is the most popular typology of personality traits.	Hofstede Cultural Profile	Holland Code	Big Five Model	Myers-Briggs Type Indicator	4
_____ is the degree to which individuals like or dislike themselves, whether they see themselves as capable and effective, and whether they feel they are in control of their environment.	Emotional bias	Machiavellianism	Job satisfaction	Core self-evaluation	4
_____ is the tendency to be pragmatic, emotionally distant, and exploitative.	Emotionally maturity	Low self-esteem	High self-esteem	Machiavellianism	4
An individual who is able to adjust his/her behavior to external factors is a high _____	Machiavellianism	locus of control	Type A	self-monitor	4
Those who have a _____ personality are perpetually involved in a struggle to do more and more activities in less time	self-monitor	Type A	Type B	Machiavellian	2
The value attribute that specifies importance is known as _____	mode of conduct	end state	intensity	freedom	3
The psychoanalytic theory of Personality has been explained by	Sigmund Freud	Adolf Hitler	F.W.Taylor	Henry Fayol	1
Scientific Management approach is developed by	Elton Mayo	Henry Fayol	F.W. Taylor	A. Maslow	3
Who proposed "bureaucratic structure" is suitable for all organization	Elton Mayo	Henry Fayol	F.W. Taylor	Max Weber	4
"Hawthorne experiment" which was a real beginning of applied research in OB was conducted by	Elton Mayo	Henry Fayol	F.W. Taylor	Max Weber	1
Process or administrative theory of organization is being given by	Elton Mayo	Henry Fayol	F.W. Taylor	Max Weber	2
Whose concept states that interpersonal and human relations may lead to productivity	Elton Mayo	Henry Fayol	F.W. Taylor	Max Weber	1
What does OB stands for	Organizational Business	Organizational Behaviour	Organizing Behaviour	Organizing Business	2
Which of these is a core underlying discipline that informs organizational behaviour?	Motivation	Sociology	Teamwork	Leadership	2
Which of the following is not an example of bureaucratic functioning in organizations?	Paperwork and record-keeping	Hierarchical organizational structure	Advertising and marketing brochures	Policies, rules, and procedures	3
Today's organization are	Open system	Closed system	Open as well as closed	None of these	1
Which of the following is a process theory?	Achievement Motivation theory	Performance - satisfaction model	ERG theory	Two factor theory	2
Which of the following option, is an important term used in the theory?	Inputs	Promotion	Working condition	Responsibility	1
Who has explained the three step model for change	Kert Lewin	Elton Mayo	Sigmund Freud	Alderfer	1
Which type of motivation is associated with activities that are rewarding or satisfying in themselves?	Intrinsic motivation	Extrinsic motivation	State motivation	Trait motivation	1
The three stages of the change process are:	unfreezing, Freezing and refreezing.	adjustment, unfreezing, and refreezing.	adjustment, unfreezing, and re-adjustment.	adjustment, re-adjustment, and unfreezing.	1
Which organization theory can be understood by IF and THEN relationship	System approach	Contingency approach	Process approach	Scientific approach	2
Individual who achieve the goal through others people is /are	Individual	Group	Manager	All of these	3
A continuously coordinated social unit, composed of two or more people that function on a relatively continuous basis to achieve a common goal is	Organization change	Organization	Organization stress	All of these	2
Which one give management skill?	Robert Katz	Organization	Organization stress	All of these	1
Management Skill is concerned with	Technical Skill	Human skill	Conceptual skill	All of these	4
One contingency model of leadership is the path-goal theory. This suggests that an individual's motivation is dependent on _____.	The necessary direction, guidance, training and support being provided	Whether path-goal relationships are clarified	Their effective performance	Expectations that increased effort to achieve an improved level of performance will be successful	3
The ----- is the social invention for accomplishing goals through group efforts	Management	Organization	Leadership	Behaviour	3
The ----- is the non specific response of body to the situation	joy	Happiness	Sadness	Stress	4
Communication is the task of imparting _____	Training	Information	Knowledge	Message	2
The-----is the attractiveness of the members towards the group or resistance to leave it	Group norms	Group behavior	Group cohesiveness	Group structure	3
The ability and willingness of group members to set goals and work toward their accomplishment is -----	Group norms	Group behavior	Group Maturity	Group structure	3
Conflict that occurs among employees following a merger is usually caused by different values and beliefs.	TRUE	FALSE			2
The higher the level of task interdependence, the higher the risk of conflict.	TRUE	FALSE			1
ERG theory includes a frustration-regression process whereby those who are unable to satisfy a higher need become frustrated and regress back to the next lower need level.	TRUE	FALSE			1
Employees with a low need for achievement perform their work better when money is used as a financial incentive.	TRUE	FALSE			1
The energy is the mesure of element in motivation for drive	TRUE	FALSE			1

A manager shouting at his subordinate is a illustration of regrssion	TRUE	FALSE			1
people's expressed attitudes predict their average behavior much better than their behavior in a specific situation	TRUE	FALSE			1
People who are made self-conscious by looking into a mirror act more in line with their attitudes	TRUE	FALSE			1
Social Learning theory stresses on the change of behavior through learning from several sources.	TRUE	FALSE			1
Most companies have training programs in ethical behavior.	TRUE	FALSE			1
A field of study that investigate the impact that individual,group and sructure have on behaviour within orgnization is known as	Organization change	Organizational Behaviour	Organiztion stress	All of these	2
This model focuses better employee satisfaction and security ,Under this model organizations satisfy the security and welfare needs of employees.	Custodial Model	Social Anthropology	Anthropology	All of these	1
Which of the following is a reason that the study of organizational behaviour is useful?	Human behavior does not vary a great deal between individuals and situations.	Human behavior is not random	Human behavior is not consistent	Human behavior is rarely predictable	2
What is the most relevant application of perception concepts to OB?	the perceptions people form about each other	the perceptions people form about their employer	the perceptions people form about their culture	the perceptions people form about society	1
Which of the following is a top-down factor that affects attention and selection?	Personality.	Novelty.	Familiarity.	Colour.	1
The process by which you become aware of messages through your sense is called	Organization	Sensation	Interpretation-Evaluation	Perception	4
Following is the external factor affecting process of perception	Psychological need	Intensity	self acceptance	Personality	2
The perception process demonstrates the integration of our:	Conscious self, unconscious self and physiology	Environment, conscious self and unconscious self	Unconscious self, physiology and environment	Physiology, environment and conscious self	2
Which of the following is not an example of common stereotyping?	Age	Politics	Social	Perceptual	4
The subsequent activities that take place in the perceptual process after a stimulus is received is called.	Perceptual organization	Perceptual context	Subminimal perception	Situation	1
In perceiving stimuli or phenomena, the tendency is to keep certain phenomena in focus and other phenomena in background is called	Perceptual organization	Perceptual context	Subminimal perception	Figure-ground	4
Following are the external atteention factors of Perception excepts-----	Intensity	Contrast	Motion	Personality	4
The -----deals with the basic behavior of an individual, caused by his physiological functions.	Intensity	Motion	contrast	Sensation	4
Though people are exposed to several stimuli , they tend to select only a few at a given point of time, this is -----	Perceptual selectivity	Social Perception	Stereotyping	self presentation	1
An individual tends to group several stimuli together into a recognizable pattern is called -----	Social Perception	Stereotyping	self presentation	Perceptual Grouping	4

Unit 1 - Self Assessment Questions

Your last recorded submission was on 2021-09-27, 19:14 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

The most important asset or resource of every organization is its

- Financial capacity
- Human Resources
- Technology
- Saving Fund

Yes, the answer is correct.

Score: 1

Feedback:

Every organization execute their policies, strategies and set goals only with the help of Human Resources of their organization.

Accepted Answers:

Human Resources

1 point

Organization Behavior is

- An interdisciplinary approach
- humanistic approach
- Total system approach
- Negative approach

Yes, the answer is correct.

Score: 1

Feedback:

Organizational Behaviors study includes the study of psychology, sociology, anthropology etc and many concepts of organizational behavior has been taken from these fields.

Accepted Answers:

An interdisciplinary approach

1 point

“Hawthorne experiment” which was a real beginning of applied research in OB was conducted by

- Elton Mayo
- Henry Fayol
- F.W. Taylor
- Max Weber

Yes, the answer is correct.

Score: 1

Feedback:

Elton Mayo has conducted the Hawthornes experiment to determine the Human relations.

Accepted Answers:

Elton Mayo

1 point

Which of the following field contribute to OB mainly at the individual level analysis?

- Psychology
- Social Psychology
- Anthropology
- Zoology

Yes, the answer is correct.

Score: 1

Feedback:

Many concepts to understand the human behavior has been taken from the field of psychology like motivation, learning, personality and perception.

Accepted Answers:

Psychology

1 point

Organizational Behavior inculcates following skills

- Technical Skills
- People Skills
- Communication skills
- Wide Knowledge

Yes, the answer is correct.

Score: 1

Feedback:

Organizational behavior includes the learning human behavior, attitude and emotions of employees in organization which has an effect on to their performance.

Accepted Answers:
People Skills

1 point

Organizational behaviour takes psychology as its main focus of study.

- True
 False

Yes, the answer is correct.

Score: 1

Feedback:

The Organizational behavior studies is multidisciplinary in nature.

Accepted Answers:
False

1 point

Managers need organizations because they gain several advantages from the existence of that type of work, including status and power.

- True
 False

Yes, the answer is correct.

Score: 1

Feedback:

Manager of the organization needs to be motivated for better performance so that for them their work, status and power acts as the source of motivation.

Accepted Answers:
True

1 point

A key belief of the human relations movement is that satisfied workers are more productive.

- True
 False

Yes, the answer is correct.

Score: 1

Feedback:

Satisfied worker puts extraordinary input for the development of the organization and always enjoy their work.

Accepted Answers:
True

1 point

_____ are social inventions for accomplishing goals through group efforts.

- Management
- Organization
- Leadership
- Behavior

Yes, the answer is correct.

Score: 1

Feedback:

The term organization means many people come together to achieve their goals and objectives.

Accepted Answers:

Organization

1 point

The first phase of the Hawthorne work is _____

- Illumination Experiments
- Relay Room Experiments
- Mass Interviewing Program
- Bank wiring room study

Yes, the answer is correct.

Score: 1

Feedback:

Elton Mayo has conducted his experiment to understand employees group behavior in three phases where he finally understand the reasons of group behavior in third experiment.

Accepted Answers:

Illumination Experiments

Check Answers and Submit

Your score is: 10/10

Unit 2 - Self Assessment Questions

Your last recorded submission was on 2021-09-27, 19:17 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

Organizational behaviour includes interaction of following element

- People
- Structure
- Technology
- All of above

Yes, the answer is correct.

Score: 1

Feedback:

When people, structure and technology interact with each other they use these resources.

Accepted Answers:

All of above

1 point

Who has given the four different models of OB?

- Abraham Maslow
- Keith Davis
- Douglas McGregor
- Peter Drucker

Yes, the answer is correct.

Score: 1

Feedback:

*Keith Davis has given the four different models of organizational behavior in his book *Organizational Behavior: Human behavior at work*.*

Accepted Answers:

Keith Davis

1 point

Organization structure primarily refers to

- how activities are coordinated & controlled
- how resources are allocated
- the location of departments and office space
- the policy statements developed by the firm

Yes, the answer is correct.

Score: 1

Feedback:

Organizational structure is designed how best resource can allocated and control. The control mechanism give the organization a tool to monitor all activities in organization.

Accepted Answers:

how activities are coordinated & controlled

1 point

A study of human behavior in organizational settings is

- Individual behavior
- Group behavior
- Organizational behavior
- Biology

Yes, the answer is correct.

Score: 1

Feedback:

Organizational behavior is the study of human behavior at the workplace which determine its impact on job structure.

Accepted Answers:

Organizational behavior

1 point

Which behavioural science discipline is most focused on understanding individual behaviour?

- Sociology
- Social Psychology
- Psychology
- Anthropology

Yes, the answer is correct.

Score: 1

Feedback:

Psychology is the science of mind and behavior.

Accepted Answers:

Psychology

1 point

Organizational behavior is primarily concerned with group interactions.

- True
- False

Yes, the answer is correct.

Score: 1

Feedback:

Organizational behavior is the study and practices of individual and group behavior.

Accepted Answers:

True

1 point

One of the challenges in understanding organizational behavior is that it addresses issues that aren't obvious

True

False

Yes, the answer is correct.

Score: 1

Feedback:

Organizational behavior is an interdisciplinary in nature and explains us the human behavior at the workplace.

Accepted Answers:

True

1 point

OB fails to recognize the dynamic nature of organization

True

False

Yes, the answer is correct.

Score: 1

Feedback:

Organizational behavior elaborates the individual and group behavior and gives an opportunity to understand the dynamic nature of organization.

Accepted Answers:

False

1 point

Behaviour, power, and conflict are central areas of study for _____

Sociologist

Anthropologists

Social psychologists

Operations analysts

Yes, the answer is correct.

Score: 1

Feedback:

Sociology is the study of structure, development and functioning of human society.

Accepted Answers:

Sociologist

1 point

_____ are social inventions for accomplishing goals through group efforts

- Management
- Organization
- Leadership
- Behavior

Yes, the answer is correct.

Score: 1

Feedback:

Organization is the place where more than one people come together to accomplish their goals.

Accepted Answers:

Organization

Check Answers and Submit

Your score is: 10/10

Unit 3 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 17:05 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

A sensor organ that detects information used in the perceptual process is:

- the eye.
- the ear.
- the skin.
- all of the above.

Yes, the answer is correct.

Score: 1

Feedback:

Perception is the physiological process of human mind which involves selecting stimuli, interpreting the stimuli and drawing meaning of it. This involves the working important human organ like eyes, ear and skin.

Accepted Answers:
all of the above.

1 point

Which of the following is a top-down factor that affects attention and selection?

- Personality.
- colour
- Novelty
- familiarity

Yes, the answer is correct.

Score: 1

Feedback:

Human Personalities are unique and individualise in nature and possess the different traits. Strength of individual is decided by their type of Personality.

Accepted Answers:
Personality.

1 point

A principle that is at work in the stimulus organisation and recognition stage of perception is:

- perceptual inference
- continuity.
- the use of schema
- Principle of closure.

Yes, the answer is correct.

Score: 1

Feedback:

Principle of continuity determines what is there to be seen in object.

Accepted Answers:
continuity.

1 point

Which of the following is true about the perception of an object?

- Objects are usually considered in isolation.
- As someone walks towards us, we tend to perceive that he/she increases in size.
- The context in which an object appears has no influence on its identification.

We infer the object's identity on the basis of incomplete information.

Yes, the answer is correct.

Score: 1

Feedback:

Perception means you must see what is there to be seen. If this occurs there will desired results for the both party.

Accepted Answers:

We infer the object's identity on the basis of incomplete information.

1 point

Social perception is much more complex than the simple perception of static objects because

- people are purposely deceptive.
- several sensory mechanisms are at work together.
- we seldom pay enough attention to other people.
- wrong assumption.

Yes, the answer is correct.

Score: 1

Feedback:

Sensory mechanism at the works as barrier in the social perception.

Accepted Answers:

several sensory mechanisms are at work together.

1 point

The intensity of stimulus implies that the more intense the stimulus audio or visual, the more is the likelihood it will be perceived

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

If we repeat the stimulus and bambarde it on human mind it will be attended for atleast once and can be perceived easily.

Accepted Answers:

TRUE

1 point

A novel object in the familiar situation or a familiar object in a novel situation tends to attract attention

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

The object recognition test (ORT), also known as the novel object recognition test (NOR), is a relatively fast and efficient means for testing different phases of learning and memory in mice. It was originally described by Ennaceur and Delacour in 1988 and also it proves there is no need for numerous training sessions or any positive or negative reinforcement to motivate behavior.

Accepted Answers:

TRUE

1 point

Subliminal perception typically influences our behavior.

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Subliminal perception so subtle that it can not be noticed.

Accepted Answers:

FALSE

1 point

Though people are exposed to several stimuli , they tend to select only a few at a given point of time, this is -----

Perceptual selectivity

Social Perception

Stereotyping

self presentation

Yes, the answer is correct.

Score: 1

Feedback:

Human mind observes easily familiar objects in new situation and unfamiliar in routine situation.

Accepted Answers:

Perceptual selectivity

1 point

An individual tends to group several stimuli together into a recognizable pattern is called -----

Social Perception

Stereotyping

self presentation



Perceptual Grouping

Yes, the answer is correct.

Score: 1

Feedback:

Perceptual grouping is the phenomena where several stimuli like some random dots are being recognised in some identical shape by human mind. This is because of human needs and intrests.

Accepted Answers:

Perceptual Grouping

Check Answers and Submit

Your score is: 10/10

Unit 4 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 18:05 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

One trait that dominates a personality so much that it influences nearly everything a person does is a:



Global Trait



Cardinal Trait



Specific trait



Central Trait

Yes, the answer is correct.

Score: 1

Feedback:

The important and unique charecteristcs are called cardinal principal or quality. The trait which dominates and influence personality is called cardinal trait.

Accepted Answers:

Cardinal Trait

1 point

The method of science requires that independent observers must:

- verify data
- state a hypothesis in a form that can be tested
- derive a hypothesis from theory
- All of the above

Yes, the answer is correct.

Score: 1

Accepted Answers:

All of the above

1 point

Talkative vs. silent; frank, open vs. secretive; adventurous vs. cautious; sociable vs. Reclusive these traits describe which dimension of personality?

- Agreeableness
- Conscientiousness
- Extraversion
- Culture

Yes, the answer is correct.

Score: 1

Accepted Answers:

Extraversion

1 point

Who is the pioneer that proposed the 16 basic dimensions of normal personality and devised a questionnaire (16PF) to measure them?

- Carl Jung
- Raymond Cattell
- Julian Rotter
- Gordon Allport

Yes, the answer is correct.

Score: 1

Feedback:

Raymond Cattell has disagreed the personality on the basis of behavior but narrates the personality on the basis of the different traits.

Accepted Answers:

Raymond Cattell

1 point

When analyzing a past president to describe his personality by coding letters or speeches he has written, you are using a process called

- Big Five
- content analysis
- personality assumptions
- Implicit Personality Theory

Yes, the answer is correct.

Score: 1

Feedback:

content analysis is a process which describes personality on the basis of coding.

Accepted Answers:

content analysis

1 point

Carl Jung a famous psychologist divided personalities into introverts and extroverts.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Carl Jung has divided the personalities into the main two type i.e. introvert and extrovert and explained the Type theory in detail.

Accepted Answers:

TRUE

1 point

Sigmund Freud has explained the self theory of personality

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Self Theory of Personality has been explained by Roger Freud explained the psychoanalytical theory of Personality.

Accepted Answers:

FALSE

1 point

Freud's theory states that the super-ego is a symbolic internalization of the father figure and cultural regulations

- TRUE
 FALSE

Yes, the answer is correct.

Score: 1

Feedback:

According to Sigmund Freud Psychoanalytical theory of Super Ego guides ID and Ego.

Accepted Answers:

TRUE

1 point

The ----- theory describe personality according to psychological charecteristics of mind

- Intra-psychic theory
 Type theories
 Trait theories
 Social Learning theory

Yes, the answer is correct.

Score: 1

Feedback:

The physcial charecteristics of person like height, look, hair color, weaight portray their charecterisics as tall and muscular people are fond of physical activity, dwarish people are talketive in nature.

Accepted Answers:

Intra-psychic theory

1 point

The ----- has explained the Type theories of personality

- Carl Jung
 Sigmund Freud
 Rogers
 Maslow

Yes, the answer is correct.

Score: 1

Feedback:

Carl Jung was a famous psychologist who has desribed teh Type theories of the personalities.

Accepted Answers:

Carl Jung

Check Answers and Submit

Your score is: 10/10

Unit 5 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 18:24 IST

Previous Score: 90%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

The centrality of an attitude reflects:

- a person's degree of negative or positive feelings about an object.
- the extent to which an attitude is related to a person's other attitudes.
- the extent to which an attitude is part of a person's concept of self.
- the attitude's resistance to change

Yes, the answer is correct.

Score: 1

Feedback:

It is the degree to which an individual's attitude is tied to ego or the individual's sense of self-worth. The greater the centrality of an attitude, the more resistant that attitude is to change.

Accepted Answers:

the extent to which an attitude is part of a person's concept of self.

1 point

The ego-defensive function of an attitude:

- helps a person adjust to his/her world.
- helps an person defend his/her self-image.
- allows satisfaction to be derived from expressing central values
- helps a person mentally structure and organise his/her world, to make it more predictable.

Yes, the answer is correct.

Score: 1

Feedback:

The ego-defensive function refers to holding attitudes that protect our self-esteem or that justify actions that make us feel guilty. For example, one way children might defend

themselves against the feelings of humiliation they have experienced in P.E. lessons is to adopt a strongly negative attitude to all sports.

Accepted Answers:

helps an person defend his/her self-image.

1 point

Cognitive dissonance occurs when:

- When perosn holds two or more belief then cognitive dissonance occurs.
- the attitude to an object and the behaviour towards it are inconsistent.
- when a person has no attitude towards an object.
- when a person is unsure of his/her attitude to an object

Yes, the answer is correct.

Score: 1

Feedback:

cognitive dissonance occurs when a person holds two or more contradictory beliefs, ideas, or values, or participates in an action that goes against one of these three, and experiences psychological stress because of that.

Accepted Answers:

When perosn holds two or more belief then cognitive dissonance occurs.

1 point

When using the consistency principle to bring about a degree of cognitive dissonance in order to bring about attitude change, a factor that can influence the effectiveness of the persuasive process is:

- the credibility of the source of the message.
- the nature of the message
- how receptive the attitude holders are to the message
- all of the above

Yes, the answer is correct.

Score: 1

Feedback:

Credibility of source of message, nature of message and how repettative the attitude holders are to the message can influence the effectiveness of the persuasive process is.

Accepted Answers:

all of the above

1 point

Which of the following is NOT true about the link between attitudes and behaviour?

- Attitudes do not predict behaviour as well as they predict behavioural intentions.
- Attitudes are infallible predictors of behaviour.

- Nobody knows whether there is a link between attitudes and behaviour.
- None of the above

Yes, the answer is correct.

Score: 1

Feedback:

Attitudes might be change according to circumstances and situation of people.

Accepted Answers:

Attitudes are infallible predictors of behaviour.

1 point

people's expressed attitudes predict their average behavior much better than their behavior in a specific situation

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

In a specific situation a sudden reaction of person may be the innate response of his mind that's why his/her expressed attitude predicts behavior in correct way.

Accepted Answers:

TRUE

1 point

People who are made self-conscious by looking into a mirror act more in line with their attitudes

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Self-conscious people behave in accordance with their attitude.

Accepted Answers:

TRUE

1 point

Those scoring high on a scale of self-monitoring are internally guided and thus demonstrate a high level of attitude-behavior consistency.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Self monitoring people are concious about their self behaviour and its rection in society.

Accepted Answers:

FALSE

1 point

_____ describes a positive feeling about your job resulting from an evaluation of its characteristics.

- enlargement
- satisfaction
- engagement
- involvement

Yes, the answer is correct.

Score: 1

Feedback:

Satisfaction of people depends upon where they engage themself in work. People have an effect of their professional life on to the personal life.

Accepted Answers:

satisfaction

1 point

Job _____ measures the degree to which a person identifies psychologically with his or her job and considers his or her perceived performance level important to self-worth.

- commitment
- satisfaction
- involvement
- organization

Yes, the answer is correct.

Score: 1

Feedback:

The self involement and intrest of people at the work shows people job identification and their performance.

Accepted Answers:

involvement

Check Answers and Submit

Your score is: 10/10

Unit 6 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 18:47 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

Motivation that is due to factors within students or inherent to the task is called:

- intrinsic motivation.
- motivation.
- extrinsic motivation.
- behavioral motivation

Yes, the answer is correct.

Score: 1

Feedback:

Self Satisfaction for human being is always important and it is intangible in nature like appreciation by words.

Accepted Answers:

intrinsic motivation.

1 point

The term used to describe humans' desire for life-sustaining supports such as food and water is:

- motivation.
- secondary need
- primary need.
- esteem need.

Yes, the answer is correct.

Score: 1

Feedback:

Abraham Maslow has categorised the human needs primary and secondary needs. Perosn will not be motivated unless his/her primary needs are satisfied like food,shlter,cloths and sex.

Accepted Answers:

primary need.

1 point

Which of the following is NOT a component of motivtion?

- What people want to do
- Physiological arousal
- How strongly they want to do it
- The goals they wish to pursue

Yes, the answer is correct.

Score: 1

Feedback:

People are motivated by their needs which may be physiological in nature.

Accepted Answers:

What people want to do

1 point

Which of the following is a social motive characterised by desire for interaction with friends or acquaintances?

- Friendship
- Affiliation
- Intimacy
- Fraternisation

Yes, the answer is correct.

Score: 1

Feedback:

It is the state of being closely associated with group of people. In organization when employees are affiliated then they get the sense of social belongingness which motivates them.

Accepted Answers:

Affiliation

1 point

Which of the following is NOT considered to be a primary drive?

- Sex
- Social approval
- Hunger
- Thirst

Yes, the answer is correct.

Score: 1

Feedback:

Primary drives according to the Maslows hierarchy of needs are physiological in nature.

Accepted Answers:

Social approval

1 point

The key to reinforcement theory is that it ignores factors such as goals, expectations, and needs and focuses solely on what happens to a person when he or she takes some action

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Reinforcement is the key to inspire people.

Accepted Answers:

TRUE

1 point

Everybody is motivated by jobs that are high in autonomy, variety, and responsibilities

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Human being likes autonomy and variety in job responsibilities.

Accepted Answers:

TRUE

1 point

The energy is the measure of element in motivation for drive

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

The level of energy and enthusiasm shows how much you are motivated.

Accepted Answers:

TRUE

1 point

A _____ reward are tangible and visible to others. They're given to employees contingent on the performance of specific task or behaviors.

- Intrinsic
- Extrinsic
- Both of above

None of above

Yes, the answer is correct.

Score: 1

Feedback:

Cash benefits, discount coupons given to the employees are the extrinsic rewards which are visible to all.

Accepted Answers:

Extrinsic

1 point

The _____ is the set of forces that initiates, directs, and makes people persist in their efforts accomplish a goal.

Reinforcement

Effort

Motivation

None of above

Yes, the answer is correct.

Score: 1

Feedback:

Motivation is the stimuli to human being which encourages the human being and creates the positive feeling among the people.

Accepted Answers:

Motivation

Check Answers and Submit

Your score is: 10/10

Unit 7 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 19:01 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

Which is NOT a dimension in Maslow's Hierarchy of Needs?

- Ego
- Physiological
- Safety
- Esteem

Yes, the answer is correct.

Score: 1

Feedback:

Ego is the part of psychoanalytical theory of personality.

Accepted Answers:

Ego

1 point

Which of the following comments was made by a Theory X manager?

- Employees dislike work.
- Employees will exercise discretion.
- The average person will seek responsibility.
- Employees can view work as natural as rest or play.

Yes, the answer is correct.

Score: 1

Feedback:

According to Douglas McGregor theory X suggest that employee dislike work needs to controlled and motior.

Accepted Answers:

Employees dislike work.

1 point

Which of the following is a motivational factor, according to Herzberg's two-factor theory?

- quality of supervisions
- recognition
- pay
- relations with others

Yes, the answer is correct.

Score: 1

Feedback:

Employee recognition is the factor of intrinsic motivation.

Accepted Answers:

recognition

1 point

According to expectancy theory, which of the following factors lead to good performance?

- The individual must have the requisite ability to perform.
- The performance appraisal system must be perceived as fair.
- The rewards must be desirable to the employee.
- All of the above

Yes, the answer is correct.

Score: 1

Feedback:

According to the expectancy theory each employee must be motivated by rewards, recognition and appreciation.

Accepted Answers:

All of the above

1 point

Douglas McGregor's view that suggests that employees will exercise self-direction and self-control when they are committed to the objectives of the work is called:

- Theory Y
- Theory X
- Theory A
- Theory Z

Yes, the answer is correct.

Score: 1

Feedback:

According theory Y employees are proactive in nature and self motivated.

Accepted Answers:

Theory Y

1 point

Employees with a low need for achievement perform their work better when money is used as a financial incentive.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Financial incentives always motivate the people.

Accepted Answers:

FALSE

1 point

People with a high need for personalized power want power to help others and improve the organization's success

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Leaders always motivate others to get accomplished their goals.

Accepted Answers:

TRUE

1 point

Valence refers to the anticipated satisfaction or dissatisfaction that an individual feels toward an outcome.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Valence is the value an individual places on the rewards of an outcome, which is based on their needs, goals, values and sources of **motivation**.

Accepted Answers:

TRUE

1 point

_____ programs emphasize participatively set goals that are tangible, verifiable, and measurable.

- Self-efficacy
- Reinforcement
- Goal-setting
- Cognitive evaluation

Yes, the answer is correct.

Score: 1

Feedback:

Self-efficacy builds individual focus and helps to target the goals.

Accepted Answers:

Self-efficacy

1 point

The _____ effect is a form of self-fulfilling prophecy where believing something to be true can make it true.

- Archimedes
- Galatia
- Icarus
- Pygmalion

Yes, the answer is correct.

Score: 1

Feedback:

It is the effect where others' expectations of a target person affect the target person's performance

Accepted Answers:

Pygmalion

Check Answers and Submit

Your score is: 10/10

Unit 8 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 19:18 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

Constructive and destructive conflict are distinguished from each other in which of the following ways?

- constructive conflict is We-oriented; destructive conflict is Me-oriented
- constructive conflict is characterized by de-escalation of the conflict; destructive conflict is characterized by escalation of the conflict
- constructive conflict is characterized by cross-complaining; destructive conflict is characterized by flexibility
- both a and b

Yes, the answer is correct.

Score: 1

Feedback:

We and Me are self explanatory words to understand the greeds of people. So We is constructive and me is destructive this is the difference.

Accepted Answers:

both a and b

1 point

Constructive and destructive anger can be distinguished from each other by the

- intensity of the anger
- flexibility of the anger
- duration of the anger
- both a and c

Yes, the answer is correct.

Score: 1

Feedback:

The anger is defined fine its temprament and time it take to reveal.

Accepted Answers:

both a and c

1 point

Which of the following is not a characteristic of conflict?

- expressed struggle
- independent parties
- perceived incompatible goals
- perceived interference for outside parties

Yes, the answer is correct.

Score: 1

Feedback:

For conflict to arise there must be two parties which should exists.

Accepted Answers:

independent parties

1 point

The process of forgiveness includes which stages?

- hating what was done to us
- hurting from the wrong done to us
- forgetting what was done to us
- both a and b

Yes, the answer is correct.

Score: 1

Feedback:

For forgiving others people should forget what was done to them.

Accepted Answers:

both a and b

1 point

Which of the following can be validly concluded from research on intercultural conflict management?

- collectivist and individualist cultures typically favor different conflict management styles
- the key to effective intercultural conflict management is flexible use of conflict management styles
- disagreement should be discouraged when communicating with individuals from diverse
- both a and b

Yes, the answer is correct.

Score: 1

Feedback:

Cultural conflict is a type of conflict that occurs when different cultural values and beliefs clash. It has been used to explain violence and crime.

Accepted Answers:

both a and b

1 point

The potential for conflict between two employees would be highest under conditions of reciprocal interdependence.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

*A cyclical situation where the output of one organizational division is regularly used as the input of another organizational division. When used in a business context, **reciprocal interdependence** means that affected corporate divisions need to communicate and interface closely with each other.*

Accepted Answers:

TRUE

1 point

With a win-lose orientation, people adopt the belief that the resources at stake are expandable rather than fixed if the parties work together to find a creative solution.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

People do not find creative solution in win-lose orientation but rather continues in conflict.

Accepted Answers:

FALSE

1 point

The compromising conflict management style should be used when both sides trust each other and do not have opposing interests.



TRUE



FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Conflict itself suggest that both the parties have opposing interest.

Accepted Answers:

FALSE

1 point

The degree to satisfy one party attempts to satisfy the other party's concern is known as



Collaboration



Assertiveness



Agreeableness



Cooperativeness

Yes, the answer is correct.

Score: 1

Feedback:

Assertiveness is a skill regularly referred to in social and communication skills training. Being **assertive** means being able to stand up for your own or other people's rights in a calm and positive way, without being either aggressive, or passively accepting 'wrong'

Accepted Answers:

Assertiveness

1 point

The first phase in the conflict process is _____



aftermath



beginning



source



middle

Yes, the answer is correct.

Score: 1

Feedback:

To understand conflict we must search from where it has initiated.

Accepted Answers:

source

Check Answers and Submit

Your score is: 10/10

Unit 9 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 19:30 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

Which of the following statements about groups is true?



You need five or more people to be considered a work group



The definition of groups suggests that a group is two or more people together reason.



Groups can be either formal or informal



All of above

Yes, the answer is correct.

Score: 1

Feedback:

Group is the collection more than two people where people integrate to achieve their common goals and objectives.

Accepted Answers:

All of above

1 point

Groups which are formed as the consequence of organisational structure and work division are known as:

- operational groups
- informal groups
- formal groups
- target groups

Yes, the answer is correct.

Score: 1

Feedback:

Formal groups members joins the group by the instructions of organizations.

Accepted Answers:

formal groups

1 point

Reasons for the formation of groups include:

- The performance of certain tasks which can be performed only through combined efforts of individuals working together
- The provision of protection for its membership.
- The provision of guidelines on generally acceptable behaviour.
- All of the above

Yes, the answer is correct.

Score: 1

Feedback:

Individuals with similar beliefs, attitudes and values are more likely to form groups. ... Interest and goals: When individuals share common interest and goals, it requires cooperation and coordination for its achievement, which also results in the formation of groups

Accepted Answers:

All of the above

1 point

A potential disadvantage associated with cohesive groups is:

- A tendency to develop attitudes which are hard to change
- A tendency to focus on social activities which may reduce output
- A tendency to see other groups as rivals
- All of the above

Yes, the answer is correct.

Score: 1

Feedback:

Since group members have different specialties, they tend to provide more information and knowledge. Also, the information tends to be more comprehensive in nature and the groups can generate a greater number of alternatives. There is often truth to the axiom that "two heads are better than one."

Accepted Answers:

All of the above

1 point

Which of the following is not a characteristic of an effective work group?

- The resolution of conflict by members themselves.
- The open expression of feelings and disagreements
- A belief in shared aims and objectives.
- None of above.

Yes, the answer is correct.

Score: 1

Feedback:

Effective work group people solve their conflict by themselves have an opportunity to express their feelings and idea.

Accepted Answers:

None of above.

1 point

All groups are teams, but not all teams are groups.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

There are two types of team in organization like formal and informal and one individual also can be the team.

Accepted Answers:

TRUE

1 point

Team-based organizations are typically formed around quality circles..

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Quality circle is the collection of expert people and formation of team.

Accepted Answers:
FALSE

1 point

One factor that has made virtual teamwork feasible is the shift towards knowledge-based rather than production-based work.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

A virtual team usually refers to a group of individuals who work together from different geographic locations and rely on communication technology such as email, FAX, and video or voice conferencing services in order to collaborate.

Accepted Answers:
TRUE

1 point

The ----- team members generally work together daily on a cluster of ongoing and independent tasks

- Functional team
- Problem solving team
- Cross functional team
- Self managed teams

Yes, the answer is correct.

Score: 1

Feedback:

A Functional Team is a group of people with a common functional expertise working toward shared objectives. Functional teams are traditional corporate teams often coinciding with a whole department, or with a part of it

Accepted Answers:
Functional team

1 point

The ----- team members together effectively daily to manufacture an entire product or service

- Functional team
- Problem solving team
- Cross functional team
- Self managed teams

Yes, the answer is correct.

Score: 1

Feedback:

Self Managed teams are working together to to achieve their goals perfectly. These teams are having good working relationship.

Accepted Answers:

Self managed teams

Check Answers and Submit

Your score is: 10/10

Unit 10 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 19:42 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

Which of these is the external sounds present in the channels of communication?



Noise



Semantic problems



Cultural barriers



Over communication

Yes, the answer is correct.

Score: 1

Feedback:

When many people gather and makes simultaneous noise then over communication occurs.

Accepted Answers:

Over communication

1 point

Which of these should not be avoided for effective communication?

- Noise
- Planning
- Semantic problems
- Wrong assumptions

Yes, the answer is correct.

Score: 1

Feedback:

For making the effective communication proper planning is required.

Accepted Answers:

Planning

1 point

In which of these problems, the actual message is lost in the jungle of information?

- Selecting perception
- Over communication
- Under communication
- Filtering

Yes, the answer is correct.

Score: 1

Feedback:

In Over communication when message is too long then the actual message will not be acquired by the listener.

Accepted Answers:

Over communication

1 point

When is the communication process complete?

- When the sender transmits the message
- When the message enters the channel
- When the message leaves the channel
- When the receiver understands the message

Yes, the answer is correct.

Score: 1

Feedback:

When the sender send the message to receiver and it is understood by the receiver as per the expectation of sender then the message is complete.

Accepted Answers:

When the receiver understands the message

1 point

Which of these must be avoided for effective communication?

- Sharing of activity
- Listening
- Ambiguity
- Politeness

Yes, the answer is correct.

Score: 1

Feedback:

For making the communication effective the message should be more clear and short and concise to be understood.

Accepted Answers:

Ambiguity

1 point

Telephone communication is the richest medium.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

With the help of telephonic communication the long distance communication can be made possible but the message can have barriers.

Accepted Answers:

FALSE

1 point

Feedback is the receiver's response to the sender's message.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

When the feedback is obtained by the sender it is understood that the receiver has received the message in correct way.

Accepted Answers:

TRUE

1 point

The terms verbal communication and oral communications are interchangeable.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Verbal communication means communication through words and oral means communication by voice of the sender and receiver.

Accepted Answers:

FALSE

1 point

_____ are problems arising from expression.

- Cultural barriers
- Semantic problems
- Wrong assumptions
- Selecting perception

Yes, the answer is correct.

Score: 1

Feedback:

Semantic barriers to communication are the symbolic obstacles that distorts the sent message in some other way than intended, making the message difficult to understand. The meaning of words, signs and symbols might be different from one person to another and the same word might have hundreds of meanings.

Accepted Answers:

Semantic problems

1 point

_____ means to impart understanding of the message.

- Encoding
- Receiver
- Decoding
- Feedback

Yes, the answer is correct.

Score: 1

Feedback:

*The **decoding** of a **message** is how an audience member is able to understand, and interpret the **message**. It is a process of interpretation and translation of coded information into a comprehensible form.*

Accepted Answers:

Decoding

Check Answers and Submit

Your score is: 10/10

Unit 11 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 20:02 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

The existence and importance of stress in industry was first recognized in 1956 in which country

- America
- India
- England
- Shrilanka

Yes, the answer is correct.

Score: 1

Feedback:

According to study the stress was first determine by the America in 1956

Accepted Answers:

America

1 point

In earlier days who among following used animal to established study of stress

- Peter Drucker
- Abraham Maslow
- Walter Cannon and Hans Selye
- None of above

Yes, the answer is correct.

Score: 1

Feedback:

*Claude Bernard, **Walter B. ... Cannon** taught that threats to homeostasis evoke activation of the sympathoadrenal system as a functional unit. **Selye** defined stress as a state characterized by a uniform response pattern, regardless of the particular stressor, that could lead to long-term pathologic changes.*

Accepted Answers:

Walter Cannon and Hans Selye

1 point

In the life threatening situation which organ gives us the signal for secreting adrenaline

- Medulla
- Spinal cord
- Pancreas
- Pituitary Gland

Yes, the answer is correct.

Score: 1

Feedback:

*The anterior pituitary lobe will release **adrenocorticotropic hormone (ACTH)** to stimulate cortisol production in the adrenal glands when you're stressed.*

Accepted Answers:

Pituitary Gland

1 point

Which hormone is secreted when humans faces life threatening situation

- Insuline
- Growth Hormone
- Adrenaline
- Nor adrenaline

Yes, the answer is correct.

Score: 1

Feedback:

Adrenaline will be secreted by pituitary gland in life threatening situation.

Accepted Answers:

Adrenaline

1 point

Which of the following body responses are seen in the stressful situation

- Release of Adrenaline and conversion of glycogen into glucose
- Raised Pulse
- Raised Blood Pressure
- All of above

Yes, the answer is correct.

Score: 1

Feedback:

In the stressful situation human being shows the signs of elevated blood pressure, Release of Adrenaline and conversion of glycogen into glucose and Raised Pulse.

Accepted Answers:

All of above

1 point

Depression is a sign of weakness

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Depression is not the sign of physical weakness it is psychological problem.

Accepted Answers:

FALSE

1 point

To best manage unavoidable change, you should postpone other changes that result in negative tension.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

The proper personal work planning will create the any sudden changes in your life.

Accepted Answers:

TRUE

1 point

People who are inactive are twice as likely to be stressed.

- TRUE
- FALSE

Yes, the answer is correct.

Score: 1

Feedback:

People who do not have any work are not focused have lot of problems and get stressed easily.

Accepted Answers:

TRUE

1 point

The ----- is the behavioural outcome of stress

- Poor Decision Making
- Lack of concentration
- Performance absenteeism
- Increased blood pressure

Yes, the answer is correct.

Score: 1

Feedback:

When people are under stress they can not concentrate on their work and make mistakes in work, remain in their own world.

Accepted Answers:

Performance absenteeism

1 point

The ----- is the extra organizational stressors

- Family
- Managerial behaviour
- workplace violence
- None of above

Yes, the answer is correct.

Score: 1

Feedback:

Employees do have their family problem which is outside the domain of organization and can not be define in one format.

Accepted Answers:

Family

Check Answers and Submit

Your score is: 10/10

Unit 12 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 20:15 IST

Previous Score: 100%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

What do you call a style of leadership that takes account of others' views, opinions and ideas?

- Laissez-faire
- People-oriented
- Democratic
- Autocratic

Yes, the answer is correct.

Score: 1

Feedback:

Democratic leadership, also known as participative leadership or shared leadership, is a type of leadership style in which members of the group take a more participative role in the decision-making process.

Accepted Answers:

Democratic

1 point

What does situational theory of leadership emphasise?

- Personality traits
- Events
- Environment
- Political situation

Yes, the answer is correct.

Score: 1

Feedback:

The situational theory of leadership refers to those leaders who adopt different leadership styles according to the situation and the development level of their team members. It is an effective way of leadership because it adapts to the team's needs and sets a beneficial balance for the whole organization.

Accepted Answers:
Events

1 point

How can you describe the thinking and outlook of transformational leaders?

- Strategic
- Operational
- Functional
- Developmental

Yes, the answer is correct.

Score: 1

Feedback:

Transformational leadership is a theory of leadership where a leader works with teams to identify needed change, creating a vision to guide the change through inspiration, and executing the change in tandem with committed members of a group.

Accepted Answers:
Strategic

1 point

An individual who is able to exert leadership and to manage an operation is called a:

- leader
- leader-manager
- manager
- first line supervisor.

Yes, the answer is correct.

Score: 1

Feedback:

A leader influences his subordinate to achieve a specified goal, whereas a manager is a person who manages the entire organisation.

Accepted Answers:
leader-manager

1 point

The capacity to influence people and accomplish desired objectives is called:

- power
- leadership
- authority
- status.

Yes, the answer is correct.

Score: 1

Feedback:

Leadership is the process of influencing the people and get the desired work accomplished in extraordinary way.

Accepted Answers:

leadership

1 point

There is one way communication in consultative style of leadership

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

In consultative type of communication there is two way communication.

Accepted Answers:

FALSE

1 point

Leader gives decision making authority to subordinate in free rein style of leadership

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Free-rein leadership, also called Laissez-Faire, is a type of leadership style in which leaders are hands-off and allow group members to make the decisions.

Accepted Answers:

TRUE

1 point

There is one way communication in autocratic style of leadership

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Autocratic leaders encourage only one way communication by directing or giving instructions to the group on what to do.

Accepted Answers:

TRUE

1 point

According to----- theory leadership is closely related to the motivation on one hand and power on the other hand

- Ohio state
- Path Goal Theory
- Michigan
- contingency

Yes, the answer is correct.

Score: 1

Feedback:

The Path-Goal model is a theory based on specifying a leader's style or behavior that best fits the employee and work environment in order to achieve a goal (House, Mitchell, 1974). The goal is to increase your employees' motivation, empowerment, and satisfaction so they become productive members of the organization.

Accepted Answers:

Path Goal Theory

1 point

Under ----- leadership style decision making power is centralized towards leader

- Democratic
- Free Rein
- Paternalistic
- Authoritative

Yes, the answer is correct.

Score: 1

Feedback:

Authoritative is defined as commanding, self-confident, and likely to be respected and obeyed. Authoritarian, on the other hand, is defined as someone who enforces strict obedience to authority, even at the expense of personal freedom. In short, authoritative leaders earn respect, while authoritarians demand respect.

Accepted Answers:

Authoritative

Check Answers and Submit

Your score is: 10/10

Unit 13 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 20:29 IST

Previous Score: 90%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

Which of the following is normally the cause of organizational change?

- technological development
- change in labour characteristics
- mergers, acquisitions, etc.
- All of the above

Yes, the answer is correct.

Score: 1

Feedback:

Organization introduce the change for the purpose of their survival in market for that they introduce technological development, change in labour characteristics and used strategies like mergers, acquisitions, etc

Accepted Answers:

All of the above

1 point

When employee resistance provokes a well-grounded debate and constructive criticism leading to improvements in the change process, it is called

- positive resistance
- negative resistance
- passive resistance
- None of the above

Yes, the answer is correct.

Score: 1

Feedback:

Positive resistance is the stage when there is open discussion, debate and which gives solution to the organization.

Accepted Answers:

positive resistance

1 point

Which type of employee resistance aims at ensuring the complete failure of change initiatives of the organization?

- positive resistance
- negative resistance
- passive resistance
- active resistance

Yes, the answer is correct.

Score: 1

Feedback:

Negative resistance is the resistance which hampers the growth of organization and supported by organizational politics and conflicts.

Accepted Answers:

negative resistance

1 point

Transformational change in an organization refers to

- complete change in almost all aspects of the organization
- incremental change in which necessary improvements are made in the existing organization
- no change in any aspect of the organization
- None of the above

Yes, the answer is correct.

Score: 1

Feedback:

When organization adopts the new strategy and policies that completely change the scenario of the organization then it is called as the Transformational change.

Accepted Answers:

complete change in almost all aspects of the organization

1 point

Which of the following is not a symptom of employee resistance to change?

- increase in employee absenteeism
- non-participative and indifferent behaviour
- increase in performance and productivity
- unprofessional conduct

Yes, the answer is correct.

Score: 1

Feedback:

When employee aligns their goals with the organizations goal they give better output and shows less resistance to change.

Accepted Answers:

increase in performance and productivity

1 point

Manager may reduce resistance to change through education and communication.

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

If there is improved communication in between manager and employees then change can be implemented easily.

Accepted Answers:

TRUE

1 point

Positive elements may flow from resistance to change

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

The improved thinking of people can reduce resistance to change.

Accepted Answers:

TRUE

1 point

Psychologist Kurt Lewin argued that constant change was efficient.

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Kert Lewin has introduced the three step model for change and has argued that constant change is not efficient.

Accepted Answers:

FALSE

1 point

The ----- of an organization are internal change agent

- External consultant
- Manager of organization
- Consultancy firm
- Accountancy Firm

Yes, the answer is correct.

Score: 1

Feedback:

Manager of the organizations works as an mediator in between employee and employer to introduce the change.

Accepted Answers:

Manager of organization

1 point

An employee may refuse promotion which requires transfer to an unknown place i.e.-----

- Social change resistance
- Fear of unknown
- Peer pressure
- Explicit coercion

Yes, the answer is correct.

Score: 1

Feedback:

People resist the change because of fear of unknown things and they have apprehension about the change.

Accepted Answers:

Fear of unknown

Check Answers and Submit

Your score is: 10/10

Unit 14 - Self Assessment Questions

Your last recorded submission was on 2022-01-22, 20:42 IST

Previous Score: 90%

Instructions:

Self Assessment Questions for Practice (Non-Graded)

Number of Questions: 10

Attempts: Multiple

1 point

What is not one of the layers of cultural influence?

- Social
- Business
- Organisational
- Company

Yes, the answer is correct.

Score: 1

Feedback:

Company is not the layer of cultural influence.

Accepted Answers:

Company

1 point

Which of the following is not part of Schein's model of the formation of culture?

- Shared values
- Pre-conceptions
- Shared beliefs
- Norms

Yes, the answer is correct.

Score: 1

Feedback:

Pre conception is not the part of Scheins Model of formation of culture.

Accepted Answers:

Pre-conceptions

1 point

What type of organisational culture is most likely to deliver stability and efficiency?

- Task culture
- Role culture
- Power culture
- People culture

Yes, the answer is correct.

Score: 1

Feedback:

Role culture is a culture where every employee is delegated roles and responsibilities according to his specialization, educational qualification and interest to extract the best out of him. In such a culture employees decide what best they can do and willingly accept the challenge.

Accepted Answers:

Role culture

1 point

What is not a component of an agile organisation?

- Market focus and position
- Human resources: multi-skilling
- Organisational structure
- Project-based culture

Yes, the answer is correct.

Score: 1

Feedback:

An agile organization is a term applied to organizations which are quick in responding to changes in the marketplace or environment. The agile organization is focused on its customer's needs which call for customized rather than standardized offerings.

Accepted Answers:

Project-based culture

1 point

Workers' acceptance of change is characteristic of what type of culture?

- Team culture
- Collaborative culture
- Group culture
- Collective culture

Yes, the answer is correct.

Score: 1

Feedback:

Collaboration is usually viewed as an activity that involves team members working on a project together.

Accepted Answers:

Collaborative culture

1 point

Organizational socialization is the process through which a newcomer is transformed into an accepted member of the team.

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Organizational socialization is defined as a learning and adjustment process that enables an individual to assume an organizational role that fits both organizational and individual needs.

Accepted Answers:

TRUE

1 point

Organizations and their environments are distinct entities, neither affecting each other.

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Organization can not exist without having its existence in environment.

Accepted Answers:

FALSE

1 point

Most companies have training programs in ethical behavior.

TRUE

FALSE

Yes, the answer is correct.

Score: 1

Feedback:

Most companies conduct training program which include ethical behavior for implementing social values among their employees.

Accepted Answers:

TRUE

1 point

When you start to accept the differences between your expectations and the reality of the organization, you move into the ____ stage of socialization.

- Low team orientation
- Low outcome orientation
- High people orientation
- Low risk taking

Yes, the answer is correct.

Score: 1

Feedback:

The degree to which managers focus on results or outcomes rather than on techniques and processes used to achieve these outcomes.

Accepted Answers:

Low outcome orientation

1 point

_____ is a process that helps new employees adapt to the prevailing organizational culture.

- Formalization
- Socialization
- Social loafing
- Satisficing

Yes, the answer is correct.

Score: 1

Feedback:

socialization is the process of internalizing the norms and ideologies of society.

Accepted Answers:

Socialization

Check Answers and Submit

Your score is: 10/10