

01-03-2016 Paper Organizational Psychology

(Psy510)

- 1) Discuss any three factors related to subjective well being.
- 2) Describe the first three steps that are required in changing the culture of organizations.
- 3) Differentiate between consultative and democratic decision making styles with the help of examples. (1.5+1.5)
- 4) Describe three factors that create engagement with the job in the context of organizational settings. (1+1+1)
- 5) Describe the Michigan leadership studies in detail. (3)
- 6) David McClelland identified two faces of power, define them.
- 7) There are six methods which can be used to train managers. Enlist any five methods. (1+1+1+1+1)
- 8) Provide an all-inclusive definition of job analysis. Also describe in detail the job-related facets that are measured through job analysis. (3+1+1)
- 9) Differentiate between spatial and kinesthetic intelligence with the help of examples. (2.5+2.5)
- 10) Discuss the role played by the element of rationality in organizational decision making in detail. (5)

Material aspect of culture is called _____.

Choices:

☐ Values

☐ Norms

☒ Institutions

☐ Artifacts

How many types of cultures are identified by Jeffrey Sonnenfeld?

Choices:

☐ Three

☐ Five

☒ Four

☐ Six

What refers to an individual's involvement, satisfaction and enthusiasm for the work he/she does?

Choices:

☐ Employee engagement

☐ Normative commitment

☐ Cognitive support

☒ Job enrichment

Question: 4 (Marks: 1) Attempted Questions: 50 Total Questions: 50

The type of stress that results from stressful situations that persist over time and produce negative health outcomes is known as what?

Choices:

☐ Eustress

☐ Poststress

☒ Distress

☐ Exhaustion

Question: 5 (Marks: 1) Attempted Questions: 50 Total Questions: 50

Social loafing tends to occur most often in which type of culture?

Choices:

☒ Collectivistic

☐ Individualistic

☐ Masculine

☐ Low power distance

Question: 6 (Marks: 1) Attempted Questions: 50 Total Questions: 50

The concept of self efficacy was developed by _____.

Choices:

☐ Huczynski

☒ Albert Bandura

☐ Gregory

☐ Griffin

Question: 7	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
Individual creativity requires three characteristics: _____, creative-thinking skill, and a sense that your task is something you enjoy.			
Choices:			
☒	Expertise		
☐	Managerial skills		
☐	Leadership		
☐	Maturity		

Question: 8	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
_____ is the ultimate source of an individual's power in an organization.			
Choices:			
☐	Informal power		
☐	Coercive power		
☒	Legitimate power		
☐	Reward power		

Question: 9 (Marks: 1) Attempted Questions: 50 Total Questions: 50

Activities in which managers engage to increase their power and pursue goals that favor their individual goals and activities are called _____.

Choices:

- ☐ Organizational politics
- ☒ Organizational policy
- ☐ Organizational ethics
- ☐ Organizational restructuring

Question: 10 (Marks: 1) Attempted Questions: 50 Total Questions: 50

The degree to which the job requires completion of a whole and identifiable piece of work is called:

Choices:

- ☐ Skill variety
- ☒ Task identity
- ☐ Task significance
- ☐ Autonomy

Question: 11	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
Which theory best describes the role and importance of goal setting in organizations?			
.....			
Choices:			
☐	Classical learning theory		
☒	Social learning theory		
☐	Operant learning theory		
☐	Trial & error learning theory		

Question: 12	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
Which of the following is NOT a step of problem solving model?			
.....			
Choices:			
☐	Identification of performance related behaviours		
☐	Measurement of the behaviours		
☐	Development and implementation of an intervention strategy		
☒	Identification of leadership contingencies		

Question: 13	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
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Which theory states that people are born with certain characteristics that predispose them to being leaders?

Choices:

- ☐ Path-goal
- ☒ Trait
- ☐ LPC
- ☐ Contingency

Question: 14	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
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Coaching managers to inculcate into them leadership skills is:

Choices:

- ☐ A method of assessment
- ☒ A method of training
- ☐ A method of problem solving
- ☐ A method of staffing

Question: 15 (Marks: 1) Attempted Questions: 50 Total Questions: 50

Learned helplessness is a _____ condition in which an animal has learned to believe that it is helpless.

Choices:

☐ Physiological

☒ Psychological

☐ Organizational

☐ Neurological

Question: 16 (Marks: 1) Attempted Questions: 50 Total Questions: 50

Hope is considered to be positively related to which of the following factor?

Choices:

☐ Stress

☒ Academic achievement

☐ Mental confusion

☐ Cognitive dissonance

Question: 17 (Marks: 1) Attempted Questions: 50 Total Questions: 50

Which of the following is NOT a Humanistic Psychologist?

Choices:

☐ Abraham Maslow

☐ B.F Skinner

☐ Carl Rogers

☒ Erich Fromm

Question: 18 (Marks: 1) Attempted Questions: 50 Total Questions: 50

Salma's belief that she is capable of performing a task is referred to as

Choices:

☐ Self image

☒ Self efficacy

☐ Self evaluation

☐ Self esteem

Question: 19 (Marks: 1)	Attempted Questions: 50	Total Questions: 50
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Which of the following statement is NOT correct about making decisions and implementing those decisions?

Choices:

- ☐ Enhance your, and/or your team's abilities for convergent and divergent thinking
- ☐ Develop your implementation skills
- ☒ Learn to appreciate both the rational and the non-rational sides of decision making
- ☐ Bring in experts to make the most important decisions

Question: 20 (Marks: 1)	Attempted Questions: 50	Total Questions: 50
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_____ refers to setting goals for the organization or the group that is being led.

Choices:

- ☐ Training
- ☐ Staffing
- ☒ Planning
- ☐ Processing

Question: **21** (Marks: 1) Attempted Questions: **50** Total Questions: **50**

The part of psyche given by Carl Jung that made his theory stand out from all other theories is:

Choices:

☐ Personal unconscious

☐ Ego

☒ Collective unconscious

☐ Preconscious

Question: **22** (Marks: 1) Attempted Questions: **50** Total Questions: **50**

According to Bandura, highly self-efficacious people see difficult tasks as something to be _____ rather than to be _____.

Choices:

☐ Met; Accepted

☐ Measured ; Avoided

☐ Mastered; Avoided

☒ Meant; Avoided

Question: 23 (Marks: 1) Attempted Questions: 50 Total Questions: 50

A person's ability to use intricate and complex stimuli and thinking patterns is known as:

Choices:

☒ Divergent thinking

☐ Convergent thinking

☐ Cognitive complexity

☐ Group think

Question: 24 (Marks: 1) Attempted Questions: 50 Total Questions: 50

Risk taking is an important feature of which of the following group type?

Choices:

☐ Aggressive type

☒ Extrovert type

☐ Cautious type

☐ Introvert type

Question: 25 (Marks: 1) Attempted Questions: 50 Total Questions: 50

One important hindrance in goal setting and achievement in organizations is:

Choices:

☒ Downsizing

☐ Permanent workers

☐ Higher goals with higher compensation

☐ Psychological relaxation

Question: 26 (Marks: 1) Attempted Questions: 50 Total Questions: 50

According to trait theory, important leadership traits include all of the following EXCEPT:

Choices:

☐ Drive

☐ Self confidence

☒ Pessimism

☐ High EQ

Question: 27 (Marks: 1) Attempted Questions: 50 Total Questions: 50

The degree to which members of a collective group expect power to be distributed equally is known as:

Choices:

☒ Uncertainty Avoidance

☐ Deference to authority

☐ Power Distance

☐ Power Level

Question: 28 (Marks: 1) Attempted Questions: 50 Total Questions: 50

Riaz is observing and recording how many times a group of workers engage in non-work related behavior. Riaz is using a _____ design.

Choices:

☐ Experimental

☒ Observational

☐ Quasi-experimental

☐ Survey

Question: 29 (Marks: 1) Attempted Questions: 50 Total Questions: 50

A study in which satisfaction of customers in Macdonald's is measured before and after the introduction of a new deal belongs to:

Choices:

- ☐ Case study
- ☐ Cross-sectional study
- ☒ Longitudinal study
- ☐ Experimental study

Question: 30 (Marks: 1) Attempted Questions: 50 Total Questions: 50

The dependency of foreign countries on Pakistan's crops comes within the realm of:

Choices:

- ☒ Globalization
- ☐ Centralization
- ☐ Economization
- ☐ Dominance

Question: 31	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
According to Meyer & Allen, an individual commits to his organization for all the following reasons EXCEPT:			
Choices:			
☐	Emotional attachment		
☐	Perception of losing organizational membership		
☐	Feelings of obligation		
☒	Feelings of guilt		

Question: 32	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
Farrukh knows the strengths and weaknesses of himself and he tries to improve upon those weaknesses. This refers to which dimension of emotional intelligence?			
Choices:			
☐	Self motivation		
☐	Self concept		
☐	Self-management		
☒	Self-awareness		

Question: 33	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
People who like to mix with other people, who like to engage in team games and are good at sharing exhibit _____ intelligence.			
Choices:			
☐	Intrapersonal		
☒	Interpersonal		
☐	Spatial		
☐	Existential		

Question: 34	(Marks: 1)	Attempted Questions: 50	Total Questions: 50
The way you shake hands with someone is an example of:			
Choices:			
☐	Physical space		
☒	Body language		
☐	Movement		
☐	Physical area		

Question: 35 (Marks: 1)	Attempted Questions: 50	Total Questions: 50
"Your supervisor assigns you a new task" is the example of which of the following type of communication?		
Choices:		
☒ Downward		
☐ Upward		
☐ Forward		
☐ Vertical		

Question: 36 (Marks: 1)	Attempted Questions: 50	Total Questions: 50
What are the one of the recommendations to manage the physical and behavioral factors that impact stress?		
Choices:		
☒ Practice effective ergonomics		
☐ Seek a challenging job		
☐ Avoid expressing your feelings		
☐ More self-critical		

Question: 37 (Marks: 1) Attempted Questions: 50 Total Questions: 50

Behavioral consequences of stress include which of the following?

Choices:

☒ Diminished job performance

☐ Burnout

☐ Impaired functioning of the immune system

☐ Negative outlook

Question: 38 (Marks: 1) Attempted Questions: 50 Total Questions: 50

If you admire your teacher a lot and want to be exactly like him i.e. to identify with him, then your teacher can exert _____ power on you.

Choices:

☐ Expert

☐ Coercive

☒ Referent

☐ Legitimate

Question: **39** (Marks: 1) Attempted Questions: **50** Total Questions: **50**

Leaders demonstrate _____ when they use language to influence followers' perceptions of the world, the meaning of event and visions of the future.

Choices:

- ☐ Framing
- ☐ Mentoring
- ☒ Vision
- ☐ Influence

TIME LEFT

Question: **40** (Marks: 1) Attempted Questions: **50** Total Questions: **50**

Charismatic leaders focus on their _____.

Choices:

- ☒ Vision
- ☐ Behavior that is unconventional
- ☐ High personal risk
- ☐ Personal needs

TIME LEFT

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