

Question # 1 of 15 (Start time: 04:44:56 PM) Total Marks: 1

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

Select correct option:

- Producing
- Increasing
- Maturity
- Performing**

Question # 2 of 15 (Start time: 04:45:28 PM) Total Marks: 1

The Fiedler model proposes:

Select correct option:

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

Question # 3 of 15 (Start time: 04:46:03 PM) Total Marks: 1

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

Select correct option:

- Persistence**
- Intensity
- Direction
- Meditation

Question # 4 of 15 (Start time: 04:46:25 PM) Total Marks: 1

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

Select correct option:

- Economies of scale
- Social empowerment
- Ability to facilitate coordination**
- Adherence to chain of command

Question # 5 of 15 (Start time: 04:47:27 PM) Total Marks: 1

The belief that “violence is wrong” is an evaluative statement. Such an opinion constitutes which of the following component of an attitude?

Select correct option:

Cognitive

Affective

Behavioral

Reflective

Question # 6 of 15 (Start time: 04:48:05 PM) Total Marks: 1

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

Select correct option:

Agreeableness

Conscientiousness

Emotional stability

Openness to experience

Question # 7 of 15 (Start time: 04:48:30 PM) Total Marks: 1

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

Select correct option:

Virtual team

Self-managed team

Task force

Problem-solving team

Question # 8 of 15 (Start time: 04:48:56 PM) Total Marks: 1

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

Select correct option:

Personal

Referent

Expert

Legitimate

Question # 9 of 15 (Start time: 04:49:33 PM) Total Marks: 1

Trust and trustworthiness affect a leader's access to:

Select correct option:

Dedication and achievement

Persuasion and control

Power and influence

Knowledge and cooperation

Question # 10 of 15 (Start time: 04:50:04 PM) Total Marks: 1

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

Select correct option:

Overall morale

Turnover rates

Absenteeism levels

Performance

Question # 11 of 15 (Start time: 04:50:32 PM) Total Marks: 1

Organizational part having legitimacy and official recognition is called Select correct option:

Non Governmental Organization

Formal Organization

International Organization

Informal Organization

Question # 12 of 15 (Start time: 04:50:56 PM) Total Marks: 1

Groups based on support for a given sports team are examples of what sort of group?

Select correct option:

Booster

Interest

Friendship

Sports

Question # 13 of 15 (Start time: 04:51:42 PM) Total Marks: 1

When diversity is not managed properly, there is a potential for _____.

Select correct option:

Higher creativity

Communication benefits

Labor cost inequities

Higher turnover

Question # 14 of 15 (Start time: 04:52:04 PM) Total Marks: 1

Increasingly, we can expect that women will be hired into _____ positions.
Select correct option:

- Unskilled
- Traditionally female
- Socially-oriented
- Professional**

Question # 15 of 15 (Start time: 04:52:45 PM) Total Marks: 1
The basis by which jobs are grouped together is termed _____.
Select correct option:

- Bureaucracy
- Specialization
- Centralization
- Departmentalization**

Question # 1 of 15 (Start time: 05:00:33 PM) Total Marks: 1
Which of the following values would be most likely to be considered a terminal value by
Rockeach?
Select correct option:

- Ambition
- Self-control
- Broad-mindedness
- Sense of accomplishment**

Question # 2 of 15 (Start time: 05:01:04 PM) Total Marks: 1
Reactive and protective behaviors designed to avoid action, blame, or change are termed
as:
Select correct option:

- Political behaviors
- Defensive behaviors**
- Protectionism
- Impression management

Question # 3 of 15 (Start time: 05:01:32 PM) Total Marks: 1
The divisional head of P&B Corporation notices that some managers with wide spans of
control seem to perform more effectively than other managers with similarly-sized spans of
control. Which of the following statements is most likely true regarding the high-performing
managers?

Select correct option:

These managers are paid higher salaries than the low-performing managers
The employees within their departments have poor communication with each other
These managers discourage employee autonomy, which produces uniform results
The employees within their departments are highly skilled and knowledgeable

Question # 4 of 15 (Start time: 05:01:56 PM) Total Marks: 1

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

Select correct option:

Legitimate
Coercive
Reward
Personal

Question # 5 of 15 (Start time: 05:02:24 PM) Total Marks: 1

Which path-goal leadership style leads to greater satisfaction when tasks are ambiguous or stressful?

Select correct option:

Directive
Supportive
Participative
Reactive

Question # 6 of 15 (Start time: 05:02:57 PM) Total Marks: 1

Hadia is an office worker who processes health insurance forms. She has worked at her present job for three years. Initially she was criticized by her supervisor for careless work, but in the months after that improved considerably. Now she consistently processes her forms without errors and above quota. However she has found her supervisor has not responded to the extra effort she puts in, giving her no praise and no financial reward.

Hadia will most likely perceive that there is a problem in which of the following relationships?

Select correct option:

Rewards-personal goals
Performance-reward
Effort-performance
Rewards-effort

Question # 7 of 15 (Start time: 05:03:25 PM) Total Marks: 1

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

- Negotiation
- Relationships
- Self interest
- Dialogue

Question # 8 of 15 (Start time: 05:03:52 PM) Total Marks: 1

Political behaviors usually _____.

Select correct option:

- Are counterproductive to individual goals
- Are seen only in large organizations
- Are expected as part of each job requirement
- Lie outside of an individual's specified job requirements

Question # 11 of 15 (Start time: 05:04:43 PM) Total Marks: 1

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

- Excitement
- Enthusiasm
- Hostility
- Overjoy

Question # 12 of 15 (Start time: 05:05:06 PM) Total Marks: 1

Which one of the following words is the best synonym for “ability”, as the term is used in organizational behavior?

Select correct option:

- Motivation
- Capacity
- Experience

Wisdom

Question # 13 of 15 (Start time: 05:05:21 PM) Total Marks: 1

A national culture characteristic describing the extend to which a society feels threatened by uncertain and ambiguous situation and tries to avoid them is called _____

Select correct option:

- Short Term Orientation
- Long Term Orientation
- Uncertainty Avoidance
- Performance Orientation

Question # 14 of 15 (Start time: 05:05:53 PM) Total Marks: 1

What is the term used for the situation where employees are allowed to pick and choose from among a menu of benefit options?

Select correct option:

Flexible pay

Benefit menu options

Flexible benefits

Benefit participation

Question # 15 of 15 (Start time: 05:06:20 PM) Total Marks: 1

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

Select correct option:

A postal service interaction

A brainstorming session

A nominal group

An electronic meeting