

OB Quiz (2021-23)

- 1) _____ are defined as people who oversee the activities of others and who are responsible for attaining goals in organizations.
 - A) Assistants
 - B) Managers
 - C) Secretaries
 - D) Interns
 - E) Apprentices

- 2) According to Henry Mintzberg, a factory supervisor giving a group of high school students a tour of the plant may be termed as a _____.
 - A) leader
 - B) figurehead
 - C) resource allocator
 - D) negotiator
 - E) disturbance handler

- 3) Annette Simpson works for a fashion house in Paris and is preparing for the company's upcoming line of winter clothing. She is currently researching online to know what is in vogue this season. In addition, she is also networking with contacts from the press and fashion magazine editors to understand the changing tastes of consumers. Which of the following roles is Simpson playing according to Mintzberg's classification of managerial roles?
 - A) figurehead
 - B) leader
 - C) symbol head
 - D) monitor
 - E) spokesperson

- 4) Which of the following is true of technical skills?
 - A) They can be learned only through formal education.
 - B) They encompass the ability to apply specialized knowledge.
 - C) They are not required at all kinds of jobs.
 - D) They are monopolized by professionals.
 - E) They comprise the ability to understand and motivate people.

- 5) The statement, "A person who eats meat and then fights for animal rights demonstrates double standards" is an evaluative statement. Such an opinion constitutes the _____ component of an attitude.
 - A) cognitive
 - B) affective
 - C) reflective
 - D) behavioral
 - E) reactive

- 6) Janice Hartley works as a writer at a fashion magazine in New York. She was recently asked

by her editor to write an article on "10 must-haves for the autumn season." Her editor has now sent back the article saying it is not interesting enough to hold the attention of the reader. Janice is upset and disappointed about the feedback. Which component of an attitude is represented in this scenario?

- A) positive component
- B) cognitive component
- C) affective component
- D) behavioral component
- E) evaluative component

7) Which of the following does cognitive dissonance indicate between two or more attitudes or between behavior and attitudes?

- A) congruity
- B) tenacity
- C) solidarity
- D) consistency
- E) incompatibility

8) Which of the following is the most common means of measuring personality?

- A) in-depth interviews
- B) self-report surveys
- C) career portfolio
- D) reference interviews
- E) stress interviews

9) Which of the following statements is true about personality?

- A) Personality is free from the influence of the environment.
- B) Personality remains constant over time.
- C) Personality can be measured solely through personal interviews.
- D) Personality is influenced by hereditary factors.
- E) Parents highly influence the development of our personality.

10) Employees' beliefs in the degree to which they influence their work environment, their competence, the meaningfulness of their job, and their perceived autonomy is termed as _____.

- A) psychological empowerment
- B) organizational dissent
- C) organizational commitment
- D) employee engagement
- E) secondary action

11) In her work in the publishing industry, Vera Loranzo seeks out new authors who she considers promising. In the past two years, she has found a number of new writers whose work she thought was exceptional, and immersed herself in the task of helping them shape their manuscripts for submission to her managers for publishing. Although she was extremely proud of the results, none of the authors she worked with were chosen for publication. After learning

about her management's decision, she is extremely frustrated and is beginning to resent the job she does. However, she knows there is nothing she can do and continues working because of the good perks and salary benefits the job offers. How can Loranzo's job attitude be best described?

- A) low job involvement
- B) low job satisfaction
- C) high psychological empowerment
- D) high positivity offset
- E) low emotional contagion

12) Which of the following questions best helps understand an employee's organizational commitment?

- A) Do you feel you have a good working relationship with team members?
- B) Do you feel the organization will take care of you and your family in times of need?
- C) Do you enjoy your work even in the face of challenges?
- D) Does the organization provide valuable feedback to help you increase productivity?
- E) Do you believe in the organization's objective on sustainable work practices?

13) David Myers is of the opinion that people who drive SUVs are rash drivers. He feels that people driving SUVs do not respect road rules and always violate traffic regulations. What personal factor is most likely to be affecting Myers' perception of SUV drivers?

- A) his financial background
- B) his expectations
- C) his interest
- D) his motive
- E) his personality

14) Which of the following is a factor present in a target which may affect a person's perception?

- A) attitude
- B) motive
- C) interest
- D) novelty
- E) experience

15) Which of the following is an example of externally caused behavior?

- A) An employee postpones a meeting because he overslept.
- B) An employee is late to work because of a punctured tire.
- C) An employee was fired because he violated a company policy.
- D) An employee was promoted when he achieved more than the assigned objectives.
- E) An employee closed a sale with an important corporate client because of his excellent negotiation skills.

16) According to the Myers-Briggs Type Indicator (MBTI) classification, people belonging to the _____ type are practical and prefer routine and order and focus on details.

- A) sensing
- B) extraverted
- C) feeling

- D) perceiving
- E) intuitive

17) When individuals observe another person's behavior, they attempt to determine whether it is internally or externally caused. Which of the following attempts to explain this phenomenon?

- A) pygmalion effect
- B) emotional dissonance
- C) attribution theory
- D) two-factor theory
- E) framing effect

18) According to the Myers-Briggs Type Indicator (MBTI) classification, people belonging to the _____ type are flexible and spontaneous.

- A) thinking
- B) judging
- C) introverted
- D) sensing
- E) perceiving

19)) According to the attribution theory, if a behavior scores _____, we tend to attribute it to external causes.

- A) low on distinctiveness
- B) low on adaptability
- C) low on consistency
- D) high on stability
- E) low on consensus

20) Valerie Sinclair, a climate campaigner at an environmental organization, invariably uses rationale to make decisions for project implementation. She believes that the right decisions can be made only through scrutinization and analysis. Each time she needs to make a decision, she weighs all options before taking action. Which of the following is Sinclair's personality type according to the Myers-Briggs Type Indicator (MBTI) classification?

- A) intuitive
- B) introverted
- C) thinking
- D) feeling
- E) perceiving

21) _____ is the degree to which employees believe the organization values their contribution and cares about their well-being.

- A) Psychological empowerment
- B) Employee engagement
- C) Perceived organizational support
- D) Organizational commitment
- E) Job involvement

22) Megan Cardova, who works as a sales executive at Orbit Bank, has been failing to meet her sales targets for the last 10 months. Recently, she had a face-to-face discussion with her manager where she said that the unrealistic targets were the reason for her underperformance. The manager, however, noticed that all the other team members were achieving their targets and sometimes were even achieving more than the set numbers. Which of the following is Cardova's behavior most likely to be characterized by according to the attribution theory?

- A) low distinctiveness
- B) high rigidity
- C) high traceability
- D) low consensus
- E) low consistency

23) Which dimension of the Big Five model is a measure of reliability?

- A) extroversion
- B) agreeableness
- C) conscientiousness
- D) openness to experience
- E) emotional stability

24) Marina Lyon works as a reservation executive at a travel and tourism company. Though her job requires her only to efficiently book flight tickets for customers, she has also opted to undergo training to learn the process of hotel reservations. In addition, every evening she reads travelogues to be aware of upcoming travel destinations and trends. She loves the industry she works in and is eager to learn as much as she can. Considering the information given in this case, which dimension of the Big Five model best describes Lyon's personality ?

- A) extroversion
- B) agreeableness
- C) conscientiousness
- D) openness to experience
- E) emotional stability

25) Which of the following personality traits indicates the degree to which a person is unemotional and pragmatic and believes that ends can justify means?

- A) extraversion
- B) machiavellianism
- C) agreeableness
- D) self-concordance
- E) narcissism

26) Individuals scoring _____ have a strong ability to adjust his or her behavior to external, situational factors and can behave differently in different situations.

- A) low on openness
- B) high on narcissism
- C) low on agreeableness
- D) high on self-monitoring
- E) low on conscientiousness

27) The _____ dimension of motivation measures how long a person can maintain effort.

- A) direction
- B) persistence
- C) intensity
- D) knowledge
- E) experience

28) If Alberta is categorized as a Theory X manager, which of the following behaviors is she most likely to exhibit?

- A) She will empower her subordinates.
- B) She will trust her employees to use their discretion in most matters.
- C) She will strictly control all the details of any project she is managing.
- D) She will delegate authority extensively to junior managers.
- E) She will let her employees choose their own goals.

29)) Erika wants to become the head of the HR department. Although the role comes with a generous salary hike and will put her in charge of several subordinates, she is mainly pursuing this position because she believes she can do the job better than anyone else and wants people to know this. According to McClelland's theory of needs, which of the following needs is Erika primarily driven by in this case?

- A) the need for stability
- B) the need for achievement
- C) the need for security
- D) the need for affiliation
- E) the need for power

30) _____ refers to an individual's belief that he or she is capable of performing a task.

- A) Emotional contagion
- B) Affect intensity
- C) Self-efficacy
- D) Self-determination
- E) Reinforcement

31) Which of the following ways of increasing self-efficacy is generally used by motivational speakers?

- A) arousal
- B) enactive mastery
- C) focused training
- D) vicarious modeling
- E) verbal persuasion

32) To get the best results while using reinforcement theory, rewards should be _____.

- A) small and given only once
- B) large and given at irregular intervals
- C) given prior to the desired behavior response

- D) given immediately following the desired behavior
- E) presented publicly with a large number of witnesses

33) According to social learning theory, which of the following processes demonstrates whether an individual is capable of performing the modeled activities?

- A) attentional process
- B) retention process
- C) motor reproduction process
- D) reinforcement process
- E) motivation process

34) Which of the following, if true, would strengthen the argument that Megan is trying to gain a sense of equity by distorting her perception of herself?

- A) She thinks that her colleague is paid more because she is an Ivy League graduate.
- B) She believes that she is less-capable than her colleague.
- C) She assumes that her colleague received a higher package due to changes in industry standards.
- D) She believes that her salary is not commensurate with her skills and experience.
- E) She believes that she is doing a lot better career-wise compared to the people with whom she graduated.

35) Oscar is looking for a new job. He used to be the company's top sales representative and was eagerly expecting to be promoted. However, one of the regional manager's friends was promoted to district manager instead. According to the expectancy theory, Oscar's dissatisfaction with his current job stems from a breakdown in the _____ relationship.

- A) performance-reward
- B) effort-performance
- C) reward-personal goal
- D) satisfaction-effort
- E) personal goal-self actualization