

MGT502-OB

Mr.Ajmal is considered as one of the most organized and self-disciplined employee of XYZ company. He is exhibiting which of the following dimension of the Big five model of personality?

Select correct option:

Agreeableness

Open to Experience

Conscientiousness

Emotional Stability

Question # 5 of 15 (Start time: 09:39:43 PM) Total Marks: 1

Which one of the following might not be a functional outcome of the conflict process?

Select correct option:

Stimulates creativity

Increases innovation

Relieves tensions

Question # 8 of 15 (Start time: 09:32:30 PM) Total Marks: 1

Who developed a three-step model for change that included unfreezing, movement, and refreezing?

Select correct option:

John Kotter

David McClelland

Douglas Surber

Kurt Lewin

Question # 10 of 15 (Start time: 09:19:59 PM) Total Marks: 1

Your organization is considering the use of group decision making. What do you think will be the advantage of group decision making?

Select correct option:

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Group decision making will be faster

Group discussions will be shared equally

There will be increased acceptance of the decision

Group decision making will be very costly

The organizational design of ZIA enterprise is characterized by a low degree of departmentalization, wide spans of control, authority centralized in a single person, and little formalization. What is the organizational design of ZIA enterprise?

Select correct option:

Bureaucracy

Matrix organization

Simple structure

Team structure

Question # 12 of 15 (Start time: 07:50:45 PM)

Total Marks: 1

Decrease in tenure can increase

Select correct option:

Innovation

Productivity

Creativity

Absenteeism

Question # 1 of 15 (Start time: 01:39:23 AM) Total Marks: 1

The categories of causes or sources of conflict include all of the following EXCEPT:

Select correct option:

Communication

Structure

Group interaction

Personal variables

Question # 2 of 15 (Start time: 01:40:47 AM) Total Marks: 1

An organization has started sending its people to training to help them develop more effective leadership styles. The organization is actually in supporting which of the following?

Select correct option:

Trait theories

Behavioral theories

Fiedler's contingency model

The reflection effect

Question # 3 of 15 (Start time: 01:41:59 AM) Total Marks: 1

Which of the following term is defined as "the right inherent in a managerial position to give orders and expect orders to be obeyed"?

Select correct option:

Chain of command

Authority

Unity of command

Leadership

Question # 4 of 15 (Start time: 01:42:46 AM) Total Marks: 1

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Several key dimensions to any organization's environment have been found. Which of the following is one of these key dimensions?

Select correct option:

Productivity

Complexity

Interdependence

Collaboration

Question # 5 of 15 (Start time: 01:44:10 AM) Total Marks: 1

Which of the following is NOT an important issue relating to goal-setting theory?

Select correct option:

Goal specificity

Equity among co-workers

Feedback

Defining the goal

Question # 6 of 15 (Start time: 01:44:41 AM) Total Marks: 1

Protecting the interests of deprived and less powerful is known as_____

Select correct option:

Obligation

Right

Justice

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Duty

Question # 7 of 15 (Start time: 01:46:03 AM) Total Marks: 1

A CDGL work-crew cleans up parks and other public spaces. In this crew the dirtiest jobs are generally given to the newest members, while the more senior members of the crew tend to do little except draw their pay. What is the class of norms that encompasses arrangements like this?

Select correct option:

Performance

Appearance

Allocation of resources

Financial rewards

Question # 8 of 15 (Start time: 01:47:20 AM) Total Marks: 1

Which of the following term is used to describe broad range of feelings that people experience?

Select correct option:

Mood

Affect

Emotion

Emotional Intelligence

Question # 9 of 15 (Start time: 01:48:40 AM) Total Marks: 1

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Which of the following is a structure characterized by extensive departmentalization, high formalization, a limited information network, and centralization?

Select correct option:

Mechanistic model

Organic model

Traditional model

Simple structure

Question # 10 of 15 (Start time: 01:50:05 AM) Total Marks: 1

The best definition for centralization is a situation in which decision making is:

Select correct option:

Pushed down to lower level employees

Concentrated at a single point in the organization

Completed in each department and then sent to the higher-ups

Diffused among a large segment of employees

Question # 11 of 15 (Start time: 01:51:32 AM) Total Marks: 1

The primary organizational implication of cognitive dissonance theory helps to predict which of the following statement?

Select correct option:

The likelihood of a given employee engaging in impression management

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The extent to which the workforce will accept gender and racial types of bias

The willingness of the workforce to accept company rules and work practices

The inclination towards attitude and behavioral change of the workforce

Question # 12 of 15 (Start time: 01:53:01 AM) Total Marks: 1

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Question # 13 of 15 (Start time: 01:54:09 AM) Total Marks: 1

Which of the following is the most likely explanation for the higher absentee rate of women in the workplace?

Select correct option:

Women tend to have more illnesses that keep them from work than do men

Traditionally, women have had the responsibility of caring for home and family

Women tend to be less satisfied with their jobs than men

Women generally have jobs for which a temporary replacement can be hired

Question # 14 of 15 (Start time: 01:54:39 AM) Total Marks: 1

In Pakistan, which of the following source of recruiting employees is mostly used?

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Select correct option:

Publications/Advertisements

Public employment agencies

Private employment agencies

Employee leasing and independent contractors

Question # 15 of 15 (Start time: 01:55:43 AM) Total Marks: 1

Which of the following is one of the relationships proposed in expectancy theory?

Select correct option:

Reward-satisfaction relationship

Satisfaction-performance relationship

Rewards-personal goals relationship

Effort-satisfaction relationship

Question # 1 of 15 (Start time: 02:23:44 AM) Total Marks: 1

Which of the following is consistent with efforts to reduce costs, speed up decision making, increase flexibility, and empower employees.

Select correct option:

Wider span of control

Narrow span of control

Matrix structures

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Simple structures

Question # 2 of 15 (Start time: 02:25:06 AM) Total Marks: 1

Group discussion is the part of which of the following OD technique for bringing change?

Select correct option:

Team Building

Survey Feedback

Sensitivity Training

Process Consultation

Question # 3 of 15 (Start time: 02:26:34 AM) Total Marks: 1

Which one of the following is NOT implied in the definition of power?

Select correct option:

Influence

Potential

Dependency

Actualization

Question # 4 of 15 (Start time: 02:27:12 AM) Total Marks: 1

When all communication is channeled through one person, which of the following communication network exists?

Select correct option:

Direct

Chain

Lateral

Wheel

Question # 5 of 15 (Start time: 02:27:38 AM) Total Marks: 1

The time at which an object or event is seen is an example of what type of factor influencing the perceptual process?

Select correct option:

Perceiver

Target

Reality

Situation

Question # 6 of 15 (Start time: 02:28:09 AM) Total Marks: 1

The categories of causes or sources of conflict include all of the following EXCEPT:

Select correct option:

Communication

Structure

Group interaction

Personal variables

Question # 7 of 15 (Start time: 02:28:29 AM) Total Marks: 1

"Fahad is easy-going at home, but at work he becomes very tense and anxious."
This statement attributes Fahad's personality more to which of the following?

Select correct option:

Heredity

Environment

Situation

Locus of control

Question # 8 of 15 (Start time: 02:29:54 AM) Total Marks: 1

For task conflict to be productive, it should be:

Select correct option:

Kept high to low

Kept at low to high

Kept at moderate level

Kept at low-to-moderate levels

Question # 9 of 15 (Start time: 02:30:45 AM) Total Marks: 1

Miss Manaal, HR Executive of XYZ company, rejected all those candidates who graduated from ABC University. It is an example of:

Select correct option:

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Projection

Selective Perception

Stereotyping

Halo effect

Question # 10 of 15 (Start time: 02:31:21 AM) Total Marks: 1

What is the relationship between what one perceives and objective reality?

Select correct option:

They are the same

They cannot be the same

They are rarely if ever the same

They can be substantially different

Question # 11 of 15 (Start time: 02:32:50 AM) Total Marks: 1

The degree to which a person identifies with a job, actively participates in it, and considers performance important to self-worth is known as _____:

Select correct option:

Job Satisfaction

Job Enrichment

Job Specification

Job Involvement

Question # 12 of 15 (Start time: 02:33:35 AM) Total Marks: 1

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Agro Farm Products is expanding its traditional business serving farm owners in order to include home gardeners in its customer base. The sales agents are not happy with this change. In order to overcome their resistance management decides to involve the sales personnel in planning for the change and in stocking appropriate new items to sell to gardeners. Management is choosing which of the following?

Select correct option:

Participation

Negotiation

Education and communication

Manipulation and cooptation

Question # 13 of 15 (Start time: 02:34:49 AM) Total Marks: 1

What is the last step in Rational decision making model?

Select correct option:

Identifying the decision criteria

Selecting the best alternative

Defining the problem

Evaluating the alternatives

Question # 14 of 15 (Start time: 02:35:18 AM) Total Marks: 1

Which of the following is NOT one of the method used for career planning and development?

Select correct option:

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Workshops

Career planning website

Personal development plans

Critical incident method

Question # 15 of 15 (Start time: 02:36:12 AM) Total Marks: 1

Asad, one of your newest employees, is an extravert. Which of the following statements is LEAST likely to be true?

Select correct option:

Asad will probably attend the company picnic

Asad will be suited to a managerial or sales position

Asad will probably have a large number of relationships

Asad will perform well on specialized, detail-oriented tasks

Question # 1 of 15 (Start time: 03:15:53 AM) Total Marks: 1

In the modern work world, where higher-level trust has been largely destroyed because of broken promises, it is likely to be replaced with which of the following type of trust?

Select correct option:

Reliance-based

Dependence-based

Knowledge-based

Identity-based

Question # 2 of 15 (Start time: 03:17:10 AM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

Technical, human, and conceptual

Interpersonal, informational and decisional

Conceptual, communication and networking

Question # 3 of 15 (Start time: 03:17:46 AM) Total Marks: 1

A permanent change which occurs in the behavior due to experience is known as

Select correct option:

Ability

Learning

Motivation

Knowledge

Question # 4 of 15 (Start time: 03:18:06 AM) Total Marks: 1

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Question # 5 of 15 (Start time: 03:18:36 AM) Total Marks: 1

A group comprises of employees who work together to complete a particular task or project is known as:

Select correct option:

Interest groups

Command group

Task group

Friendship groups

Question # 6 of 15 (Start time: 03:19:28 AM) Total Marks: 1

Omega Electronics Company decides to establish southern, Midwestern, western, and eastern zones of operation. Based on this expansion, the organization is doing which of the following type of departmentalization?

Select correct option:

Customer

Geography

Regional

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Matrix

Question # 7 of 15 (Start time: 03:20:39 AM) Total Marks: 1

Shortcuts in judging others include all of the following except:

Select correct option:

Stereotyping

Halo effect

Projection

Self-serving bias

Question # 8 of 15 (Start time: 03:21:34 AM) Total Marks: 1

Which of the following term is used to describe broad range of feelings that people experience?

Select correct option:

Mood

Affect

Emotion

Emotional Intelligence

Question # 9 of 15 (Start time: 03:22:22 AM) Total Marks: 1

Which of the following is an example of an attitude?

Select correct option:

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Satisfaction of a person with a job well done

The opinion that it is never acceptable to steal

Anger at being unfairly accused of a wrongdoing

The avoidance of a restaurant where one once received bad service

Question # 10 of 15 (Start time: 03:23:30 AM) Total Marks: 1

A reduction in the rank, status, or position of somebody or something is known as:

Select correct option:

Layoff

Attrition

Demotion

Firing

Question # 11 of 15 (Start time: 03:23:59 AM) 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 # 12 of 15 (Start time: 03:25:25 AM) Total Marks: 1

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Which one of the following is consistent with a simple structure?

Select correct option:

High centralization

High employee discretion

Standardization

Bureaucracy

Question # 13 of 15 (Start time: 03:25:52 AM) Total Marks: 1

The Fiedler model proposes:

Select correct option:

Changing the leader

Changing the situation

Matching leaders and situations

Changing the employees

Question # 14 of 15 (Start time: 03:26:49 AM) Total Marks: 1

Which of the following statements is NOT true?

Select correct option:

Satisfied employees are likely to be more productive

Dissatisfied employees are more likely to miss work

Satisfied employees increase customer satisfaction and loyalty

The most effective way to improve job satisfaction is a raise in pay

Question # 15 of 15 (Start time: 03:27:33 AM) Total Marks: 1

Today's managers understand that the success of any effort at improving quality and productivity must include ____.

Select correct option:

Quality management programs

Customer service improvements

Employee's participation

Manufacturing simplification

Question # 1 of 15 (Start time: 09:11:13 AM) Total Marks: 1

Which of the following is NOT a step involved in rational decision making model

Select correct option:

Selecting the best alternative

Evaluating the alternatives

Evaluating the Problem

Defining the problem

Question # 2 of 15 (Start time: 09:12:40 AM) Total Marks: 1

Trying to make someone else accept blame for a problem is an example of which of the following conflict handling intention.

Select correct option:

Competing

Avoiding

Accommodating

Compromising

Question # 3 of 15 (Start time: 09:13:57 AM) Total Marks: 1

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Mr.Nasir usually achieves high goals and perform well in difficult tasks because he believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?

Select correct option:

Self Efficacy

Locus of Control

Self Monitoring

Self Esteem

Question # 4 of 15 (Start time: 09:15:25 AM) Total Marks: 1

Mr.Junaid rated Mr.Jibran high in his job evaluation because both belong to same area and graduated from the same University. It is an example of:

Select correct option:

Central Tendency

Halo effect

Similar-to-me effect

Misperception

Question # 5 of 15 (Start time: 09:15:45 AM) Total Marks: 1

Shortcuts in judging others include all of the following except:

Select correct option:

Stereotyping

Halo effect

Projection

Self-serving bias

Question # 6 of 15 (Start time: 09:16:23 AM) Total Marks: 1

A person or group with a direct interest, involvement, or investment in organization is called _____.

Select correct option:

Shareholder

Stakeholder

Stockholder

Patron

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Question # 7 of 15 (Start time: 09:17:41 AM) 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 # 8 of 15 (Start time: 09:18:59 AM) Total Marks: 1

In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Question # 9 of 15 (Start time: 09:20:09 AM) Total Marks: 1

Which of the following is NOT a factor influencing perception:

Select correct option:

Perceiver

Situation

Stimuli

Target

Question # 11 of 15 (Start time: 09:22:30 AM) Total Marks: 1

If a person responds the same way over time, attribution theory states that the behavior shows:

Select correct option:

Distinctiveness

Consensus

Consistency

Continuity

Question # 12 of 15 (Start time: 09:22:43 AM) Total Marks: 1

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Biological Characteristics included the following EXCEPT:

Select correct option:

Marital Status

Gender

Color

Age

Question # 13 of 15 (Start time: 09:23:36 AM) Total Marks: 1

Which one of the following is consistent with a simple structure?

Select correct option:

High centralization

High employee discretion

Standardization

Bureaucracy

Question # 14 of 15 (Start time: 09:24:28 AM) Total Marks: 1

A plant manager who organizes the plant by separating engineering, accounting, manufacturing, personnel, and purchasing into departments is practicing which of the following type of departmentalization?

Select correct option:

Customer

Product

Functional

Geographic

Question # 15 of 15 (Start time: 09:24:53 AM) Total Marks: 1

Which of the following is NOT one of the most common types of teams?

Select correct option:

Problem-solving

Interdepartmental

Self-managed

Cross functional

Question # 1 of 15 (Start time: 10:29:21 PM) Total Marks: 1

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The basis by which jobs are grouped together is termed ____.

Select correct option:

Bureaucracy

Specialization

Centralization

Departmentalization

Question # 2 of 15 (Start time: 10:29:39 PM) Total Marks: 1

What are the three classes of factors that influence perception?

Select correct option:

Factors in the setting, factors in the environment and factors in the motives

Factors in the perceiver, factors in the target and factors in the situation

Factors in the character, factors in knowledge and factors in experience

Factors in the personality, factors in the character and factors in the values

Question # 3 of 15 (Start time: 10:30:11 PM) Total Marks: 1

Which one of the following is NOT a component of an organization

Select correct option:

People

Place

Structure

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Task

Question # 4 of 15 (Start time: 10:30:24 PM) Total Marks: 1

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Question # 5 of 15 (Start time: 10:30:45 PM) Total Marks: 1

Mr.Nasir usually achieves high goals and perform well in difficult tasks because he believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?

Select correct option:

Self Efficacy

Locus of Control

Self Monitoring

Self Esteem

Question # 6 of 15 (Start time: 10:31:05 PM) Total Marks: 1

Agro Farm Products is expanding its traditional business serving farm owners in order to include home gardeners in its customer base. The sales agents are not happy with this change. In order to overcome their resistance management

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decides to involve the sales personnel in planning for the change and in stocking appropriate new items to sell to gardeners. Management is choosing which of the following?

Select correct option:

Participation

Negotiation

Education and communication

Manipulation and cooptation

Question # 7 of 15 (Start time: 10:31:19 PM) Total Marks: 1

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Question # 8 of 15 (Start time: 10:31:50 PM) Total Marks: 1

Ahmed believes that men perform better in oral presentations than women. What shortcut has been used in this case?

Select correct option:

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The halo effect

The contrast effect

Projection

Stereotyping

Question # 9 of 15 (Start time: 10:32:03 PM) Total Marks: 1

The OB topic of motivation has been most influenced by which behavioral science discipline?

Select correct option:

Psychology

Sociology

Political science

Corporate strategy

Question # 10 of 15 (Start time: 10:32:28 PM) Total Marks: 1

When all communication is channeled through one person, which of the following communication network exists?

Select correct option:

Direct

Chain

Lateral

Wheel

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Question # 11 of 15 (Start time: 10:32:43 PM) Total Marks: 1

Which of the following statements is true pertaining to the role of personality traits in negotiations?

Select correct option:

Charming personalities quickly resolve the conflicts

Competent individuals make excellent negotiations

Extraverts are less effective negotiators than introverts

Individuals with an internal locus of control are better negotiators

Question # 12 of 15 (Start time: 10:33:28 PM) Total Marks: 1

By keeping the span of control to 5 or 6 employees, which of the following is an advantage?

Select correct option:

Vertical communication is more complex

It is expensive and complicated

Decision making is slowed down

Upper management is more available and in-touch

Question # 13 of 15 (Start time: 10:34:07 PM) Total Marks: 1

In which stage of the conflict process does conflict become visible?

Select correct option:

Illumination

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Intentions

Behavior

Cognition

Question # 14 of 15 (Start time: 10:34:23 PM) Total Marks: 1

Which one of the following would be considered a motivator in the two-factor theory?

Select correct option:

Salary

Bonuses

Working conditions

Responsibility

Question # 15 of 15 (Start time: 10:34:50 PM) Total Marks: 1

The CEO of a retail store is developing its business plan. The store will have 200 employees and will serve customers both locally and internationally via a storefront and an Internet catalogue. Which of the following organizational designs is LEAST likely to benefit the goals of this retail store?

Select correct option:

Matrix

Virtual

Bureaucracy

Simple

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Question # 1 of 15 (Start time: 02:46:37 AM) Total Marks: 1

The Fiedler model proposes:

Select correct option:

Changing the leader

Changing the situation

Matching leaders and situations

Changing the employees

Question # 2 of 15 (Start time: 02:47:18 AM) Total Marks: 1

An individual most likely to engage in political behavior would have all of the following except a/an :

Select correct option:

High need for power

High ability to self monitor

High charisma rating

Internal locus of control

Question # 3 of 15 (Start time: 02:48:09 AM) Total Marks: 1

Which of the following is not a typical written test used in organizations?

Select correct option:

Intelligence

Integrity

Personality

Work sample

Question # 4 of 15 (Start time: 02:49:39 AM) Total Marks: 1

An organization has started sending its people to training to help them develop more effective leadership styles. The organization is actually in supporting which of the following?

Select correct option:

Trait theories

Behavioral theories

Fiedler's contingency model

The reflection effect

Question # 5 of 15 (Start time: 02:50:26 AM) Total Marks: 1

As a manager, one of Ali's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ali performing, when he does this?

Select correct option:

Leadership role

Monitor role

Figurehead role

Spokesperson role

Question # 6 of 15 (Start time: 02:51:08 AM) Total Marks: 1

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Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Conflict

Resource allocation

Question # 7 of 15 (Start time: 02:51:25 AM) Total Marks: 1

In attribution theory, what is distinctiveness?

Select correct option:

Whether an individual displays consistent behaviors in different situations

Whether an individual displays different behaviors in different situations

Whether an individual displays consistent behaviors in similar situations

Whether an individual displays different behaviors in similar situations

Question # 8 of 15 (Start time: 02:52:34 AM) Total Marks: 1

Saad comes to you with a request for funds for a project. He reminds you that company policy supports his position. He is using the tactic of :

Select correct option:

Coalitions

Consultation

Legitimacy

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Pressure

Question # 9 of 15 (Start time: 02:53:44 AM) Total Marks: 1

Which of the following is not considered as a characteristic of organizations?

Select correct option:

Social entities

Goal oriented

Closed system

Deliberately structured

Question # 10 of 15 (Start time: 02:54:17 AM) Total Marks: 1

Hafeez is 50 years old, extremely wealthy and works because he enjoys it. Which of the following do you think would motivate Hafeez the most?

Select correct option:

More vacation time

Greater discretion over his job

A high amount of remuneration

A greater sense of inner peace

Question # 11 of 15 (Start time: 02:54:42 AM) Total Marks: 1

According to Mintzberg, when a manager searches the organization and its environment for opportunities and initiates projects to bring about change, the manager is acting in which role?

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Select correct option:

Negotiator

Entrepreneur

Monitor

Resource allocator

Question # 12 of 15 (Start time: 02:55:31 AM) Total Marks: 1

Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

Question # 13 of 15 (Start time: 02:56:10 AM) Total Marks: 1

Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

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Attitudes are a measure of how the worth of an object, person or event is evaluated

Question # 14 of 15 (Start time: 02:57:21 AM) Total Marks: 1

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?

Select correct option:

To avoid the stereotyping effect

To avoid the halo effect

To avoid the contrast effect

To avoid the projection effect

Question # 15 of 15 (Start time: 02:57:46 AM) Total Marks: 1

The basis by which jobs are grouped together is termed ____.

Select correct option:

Bureaucracy

Specialization

Centralization

Departmentalization

Q. Desireable end state of existance, the goals the person would like to achieve during his or her life time are _____ values

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Work

Instrumental

Terminal

Organizational

Q. If job is highly organized, it would not include which of the following?

Explicit job description

High employee job discretion

a large no of organizational rules

consistent and uniform output.

Q. When lower level personnel provide more input or actually given the discretion to make decisions?

Centralization

work Specialization

Departmentalization

Decentralization

Question # 1 of 15 (Start time: 04:15:03 AM) Total Marks: 1

The ____ of an environment refers to the degree to which it can support growth.

Select correct option:

Capacity

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Qualifications

Capability

Permeability

Question # 2 of 15 (Start time: 04:16:13 AM) Total Marks: 1

In attribution theory, what is distinctiveness?

Select correct option:

Whether an individual displays consistent behaviors in different situations

Whether an individual displays different behaviors in different situations

Whether an individual displays consistent behaviors in similar situations

Whether an individual displays different behaviors in similar situations

Question # 3 of 15 (Start time: 04:16:20 AM) Total Marks: 1

Two people see the same thing at the same time yet interpret it differently.
Where do the factors that operate to shape their dissimilar perceptions reside?

Select correct option:

The perceivers

The target

The context

The situation

Question # 4 of 15 (Start time: 04:16:50 AM) Total Marks: 1

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Hanif is dissatisfied with his job but believes that his supervisor is a good man who will do the right thing. Hanif has decided that if he just waits, conditions will improve. Henry's approach to this problem is termed as:

Select correct option:

Exit

Voice

Loyalty

Neglect

Question # 5 of 15 (Start time: 04:17:17 AM) Total Marks: 1

Which of the following departmentalization achieves economies of scale by placing people with common skills and orientations into common units?

Select correct option:

Functional

Process

Product

Geographic

Question # 6 of 15 (Start time: 04:18:14 AM) Total Marks: 1

Which of the following term refers to how an organization transfers its inputs into outputs?

Select correct option:

Production

Technology

Operations

Process

Question # 7 of 15 (Start time: 04:19:02 AM) Total Marks: 1

Ahmed is responsible to transmit information to outsiders on organization's plans, policies, actions and results. Which managerial role is he playing in organization?

Select correct option:

Disseminator

Spokesperson

Representative

Figurehead

Question # 8 of 15 (Start time: 04:19:28 AM) Total Marks: 1

Which of the following is NOT a conflict resolution technique?

Select correct option:

Avoiding the conflict

Appointing a devil's advocate

Exercising authoritative command

Generating additional resources

Question # 9 of 15 (Start time: 04:20:53 AM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Which of the following has proven to be a particularly good predictor for jobs that require cognitive complexity?

Select correct option:

Intelligence tests

Integrity evaluations

Work sampling

Aptitude tests

Question # 10 of 15 (Start time: 04:22:19 AM) Total Marks: 1

Imran is the head of a group at an advertising agency working with artists and designers to come up with effective branding of new products. Why is it particularly important for him to keep his team happy?

Select correct option:

People are more conscientious when they are in a good mood

People are more efficient when they are in a good mood

People are more productive when they are in a good mood

People are more creative when they are in a good mood

Question # 11 of 15 (Start time: 04:22:27 AM) Total Marks: 1

Which of the following can be used in shaping behavior?

Select correct option:

Positive reinforcement

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Diminishment

Reaction

Manipulation

Question # 12 of 15 (Start time: 04:23:02 AM) 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: 04:23:31 AM) Total Marks: 1

_____ focuses on the study of people in relation to their social environment.

Select correct option:

Psychology

Sociology

Corporate strategy

Political science

Question # 14 of 15 (Start time: 04:23:57 AM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Maria is dissatisfied with the way that her manager treats her. She has quit her job and found a new position with another firm. She has expressed her dissatisfaction through _____

Select correct option:

Exit

Voice

Loyalty

Neglect

Question # 15 of 15 (Start time: 04:24:25 AM) Total Marks: 1

AGA Corporation is going to obtain the ownership or procession of another company. This process will call:

Select correct option:

Downsizing

Rightsizing

Reengineering

Acquisition

Question # 1 of 15 (Start time: 04:32:28 AM) Total Marks: 1

Which of the following is NOT a drawback of a narrow span of control?

Select correct option:

It makes vertical communication more complex

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Supervisors may lose control of their employees

It encourages overly tight supervision

It takes more time in decision making

Question # 2 of 15 (Start time: 04:33:18 AM) Total Marks: 1

Which of the following is one of the most popular ways to group activities?

Select correct option:

Product

Function

Geography

Process

Question # 3 of 15 (Start time: 04:34:10 AM) Total Marks: 1

The process of forming impression(through combining, integrating and interpreting information) of someone on the basis of previous attitude of ours, stimulus and current mood is called_____.

Select correct option:

Selective Perception

Mood

Behavior

Social Perception

Question # 4 of 15 (Start time: 04:35:35 AM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

In the following steps in decision making, which would come first?

Select correct option:

Generate alternatives

Rating of alternative

Make a choice

Implement the decision

Question # 5 of 15 (Start time: 04:36:27 AM) Total Marks: 1

When Job satisfaction is increased, absenteeism tends to:

Select correct option:

Increase

Decrease

Have no effect

None of the above

Question # 6 of 15 (Start time: 04:36:35 AM) Total Marks: 1

What does consensus refer to in attribution theory?

Select correct option:

There is general agreement about a perception

Different people perceive a situation similarly

Different people respond the same way in the same situation

All people behave precisely the same way in certain situations

Question # 7 of 15 (Start time: 04:36:42 AM) Total Marks: 1

Which of the following terms is part of the definition of a strong culture?

Select correct option:

Low behavioral controls

Narrowly shared values

Deeply held values

Weakly held values

Question # 8 of 15 (Start time: 04:38:11 AM) Total Marks: 1

The best definition for centralization is a situation in which decision making is:

Select correct option:

Pushed down to lower level employees

Concentrated at a single point in the organization

Completed in each department and then sent to the higher-ups

Diffused among a large segment of employees

Question # 9 of 15 (Start time: 04:38:22 AM) Total Marks: 1

Zahid is undergoing a great deal of stress at his job. Zahid performs several duties during the course of a day and finds that the accomplishment of one duty directly competes or interferes with the successful accomplishment of another duty. It can be said that Zahid is most probably experiencing:

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Select correct option:

Role ambiguity

Role conflict

Personal conflict

Relationship conflict

Question # 10 of 15 (Start time: 04:38:37 AM) Total Marks: 1

People with which type of personality trait commonly make poor decisions because they make them too fast?

Select correct option:

Type As

Type Bs

Self-monitors

Extroverts

Question # 11 of 15 (Start time: 04:38:44 AM) Total Marks: 1

The smell of fresh cake baking makes Saima's mouth water is an example of which one of the following learning theory?

Select correct option:

Classical conditioning

Operant conditioning

Social learning

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Reinforcement theory

Question # 12 of 15 (Start time: 04:38:51 AM) 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 # 13 of 15 (Start time: 04:39:12 AM) Total Marks: 1

Which of the following is an example of an attitude?

Select correct option:

Satisfaction of a person with a job well done

The opinion that it is never acceptable to steal

Anger at being unfairly accused of a wrongdoing

The avoidance of a restaurant where one once received bad service

Question # 14 of 15 (Start time: 04:39:21 AM) Total Marks: 1

Your boss never gives you the benefit of the doubt. When you were late back from lunch, he assumed that you had simply taken too much time. He never considered that the elevators were out and you had to walk up 10 flights of stairs. Your boss is guilty of ____.

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Select correct option:

Self-serving bias

Selective perception

Fundamental attribution error

Inconsistency

Question # 15 of 15 (Start time: 04:39:46 AM) Total Marks: 1

A bureaucracy is characterized by all of the following EXCEPT:

Select correct option:

Specialization tasks

Highly routine operating tasks

Formalized rules and regulations

Decentralized decision making

Question # 1 of 15 (Start time: 04:45:33 AM) Total Marks: 1

The organizational design of ZIA enterprise is characterized by a low degree of departmentalization, wide spans of control, authority centralized in a single person, and little formalization. What is the organizational design of ZIA enterprise?

Select correct option:

Bureaucracy

Matrix organization

Simple structure

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Team structure

Question # 2 of 15 (Start time: 04:47:01 AM) 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 # 3 of 15 (Start time: 04:47:21 AM) Total Marks: 1

Which of the following is an example of an attitude?

Select correct option:

Satisfaction of a person with a job well done

The opinion that it is never acceptable to steal

Anger at being unfairly accused of a wrongdoing

The avoidance of a restaurant where one once received bad service

Question # 4 of 15 (Start time: 04:47:31 AM) Total Marks: 1

Which of the following statements best characterizes self-managed teams?

Select correct option:

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Their team members often have low levels of job satisfaction

Their team members prefer to work alone

Their productivity is generally low

They perform poorly during times of employee layoffs

Question # 5 of 15 (Start time: 04:47:38 AM) Total Marks: 1

_____ is a measure of how organizations are becoming more heterogeneous in terms of gender, race, and ethnicity.

Select correct option:

Workforce diversity

Affirmative action

Organizational culture

Operational homogeneity

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

What trait does a decision maker need to have if they are to fully appraise a problem and even see problems that others are not aware of?

Select correct option:

Creativity

Conceptual style

Intuition

Individuality

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Question # 7 of 15 (Start time: 04:48:12 AM) Total Marks: 1

Which of the following types of teams would most likely be assembled to improve the efficiency of a company's production process?

Select correct option:

Cross-functional

Problem-solving

Self-managed

Virtual

Question # 8 of 15 (Start time: 04:48:34 AM) Total Marks: 1

The tendency of perceiving the job performance of the employees as good is known as_____

Select correct option:

Central Tendency

Harshness

Leniency

Halo Effect

Question # 9 of 15 (Start time: 04:49:06 AM) Total Marks: 1

Which of the following is a structure characterized by extensive departmentalization, high formalization, a limited information network, and centralization?

Select correct option:

Mechanistic model

Organic model

Traditional model

Simple structure

Question # 10 of 15 (Start time: 04:50:30 AM) Total Marks: 1

_____ focuses on the study of people in relation to their social environment.

Select correct option:

Psychology

Sociology

Corporate strategy

Political science

Question # 11 of 15 (Start time: 04:50:37 AM) Total Marks: 1

which of the following is NOT the ingredient common to Management By Objective(MBO) programs:

Select correct option:

Goal Specificity

Vision

Participative Decision-Making,

Performance Feedback

Question # 12 of 15 (Start time: 04:52:05 AM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

What is generally considered to be the single "BEST" thing that managers can do to improve performance?

Select correct option:

Set specific, challenging goals

Allocate tasks depending on personality

Give abundant opportunities for employee growth

Concentrate on intrinsic rewards

Question # 13 of 15 (Start time: 04:52:13 AM) 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 # 14 of 15 (Start time: 04:52:21 AM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

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Technical, human, and conceptual

Interpersonal, informational and decisional

Conceptual, communication and networking

Question # 15 of 15 (Start time: 04:52:37 AM) Total Marks: 1

Which bargaining strategy is preferable for use in intra-organizational behavior?

Select correct option:

Positive negotiation

Distributive bargaining

Integrative bargaining

Equal bargaining

Question # 1 of 15 (Start time: 04:59:34 AM) Total Marks: 1

Performance evaluations are used to ____.

Select correct option:

Improve group cohesiveness

Define departmental structure

Validate employee selection programs

Identify how jobs are completed

Question # 2 of 15 (Start time: 05:01:00 AM) Total Marks: 1

When lower-level personnel provide more input or are actually given the discretion to make decisions?

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Select correct option:

Centralization

Work specialization

Departmentalization

Decentralization

Question # 3 of 15 (Start time: 05:01:51 AM) 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 # 4 of 15 (Start time: 05:02:00 AM) Total Marks: 1

Which of the following OD technique is used to increase trust and openness among team members?

Select correct option:

Team Building

Survey Feedback

Sensitivity Training

Process Consultation

Question # 5 of 15 (Start time: 05:03:07 AM) Total Marks: 1

What is the major problem with the Meyers-Briggs Type Indicator as a measure of personality?

Select correct option:

It is very difficult to administer

It is very difficult to accurately interpret

It tends to overemphasize intuitive personality traits

It categorized individual's as either one type or another

Question # 6 of 15 (Start time: 05:04:29 AM) Total Marks: 1

You have decided to hire other organizations to perform many of the basic functions of your business. You have hired an accounting firm to keep your records, a recruiting firm to handle human resource functions, and a computer firm to handle all records. To keep costs down, you are looking for other areas in which to outsource operations. You have chosen to operate your business as which of the following organization?

Select correct option:

Matrix organization

Virtual organization

Team structure

Organizational pyramid

Question # 7 of 15 (Start time: 05:05:59 AM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Which of the following is not a biographical characteristic?

Select correct option:

Region

Age

Sex

Race

Question # 8 of 15 (Start time: 05:06:34 AM) Total Marks: 1

Which of the following fields has most helped us understand differences in fundamental values, attitudes, and behavior among people in different countries?

Select correct option:

Anthropology

Psychology

Political science

Operations research

Question # 9 of 15 (Start time: 05:07:10 AM) Total Marks: 1

Ali migrated from Pakistan to a foreign country. He is disorientated by the country's customs and has difficulty in adapting it. He also feels homesickness. What is Ali experiencing?

Select correct option:

Culture shock

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Foreign culture

Alien culture

Adventure

Question # 10 of 15 (Start time: 05:07:26 AM) Total Marks: 1

Which one of the following is consistent with a simple structure?

Select correct option:

High centralization

High employee discretion

Standardization

Bureaucracy

Question # 11 of 15 (Start time: 05:07:53 AM) Total Marks: 1

Which of the following is the short term physical symptom of stress?

Select correct option:

Asthma

Headaches

Depression

Dry Mouth

Question # 12 of 15 (Start time: 05:09:19 AM) Total Marks: 1

ALL of the following are perception shortcuts EXCEPT:

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Select correct option:

Projection

Stereotyping

Consensus

Halo effect

Question # 13 of 15 (Start time: 05:10:29 AM) Total Marks: 1

The organizational design of ZIA enterprise is characterized by a low degree of departmentalization, wide spans of control, authority centralized in a single person, and little formalization. What is the organizational design of ZIA enterprise?

Select correct option:

Bureaucracy

Matrix organization

Simple structure

Team structure

Question # 14 of 15 (Start time: 05:10:36 AM) Total Marks: 1

Increasingly, we can expect that women will be hired into ____ positions.

Select correct option:

Unskilled

Traditionally female

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Socially-oriented

Professional

Question # 15 of 15 (Start time: 05:10:44 AM) Total Marks: 1

Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of _____ study.

Select correct option:

Organizational

Intuitive

Theoretical

Systematic

Question # 1 of 15 (Start time: 05:21:30 AM) 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 # 2 of 15 (Start time: 05:21:37 AM) Total Marks: 1

which of the following is NOT the ingredient common to Management By Objective(MBO) programs:

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Select correct option:

Goal Specificity

Vision

Participative Decision-Making,

Performance Feedback

Question # 3 of 15 (Start time: 05:21:45 AM) Total Marks: 1

The application of negative consequences or the withdrawal of positive consequences to reduce the likelihood of repetition of that same behavior is known as:

Select correct option:

Punishment

Negative Reinforcement

Positive Reinforcement

Rewards

Question # 4 of 15 (Start time: 05:23:11 AM) Total Marks: 1

Achievements, Honesty, Fairness and Concern for other are related with _____ Values

Select correct option:

Personal

Work

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Instrumental

Terminal

Question # 5 of 15 (Start time: 05:24:06 AM) Total Marks: 1

Ahmed is responsible to transmit information to outsiders on organization's plans, policies, actions and results. Which managerial role is he playing in organization?

Select correct option:

Disseminator

Spokesperson

Representative

Figurehead

Question # 6 of 15 (Start time: 05:24:22 AM) Total Marks: 1

Conflict a mother feels between being a friend to their children and also being a disciplinarian explains which of the following type of conflict?

Select correct option:

Intergroup Conflict

Interpersonal Conflict

Interrole Conflict

Intrarole Conflict

Question # 7 of 15 (Start time: 05:24:46 AM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

In which of the following career stage; an individual gets his first job, gets accepted by his peers, learns in this job, and also gains the first tangible evidence of success or failure?

Select correct option:

Growth stage

Exploration stage

Establishment stage

Maintenance stage

Question # 8 of 15 (Start time: 05:25:05 AM) Total Marks: 1

Which of the following point determine stable environment?

Select correct option:

High rate of change

Organic structure

Predictable change

Ambiguous change

Question # 9 of 15 (Start time: 05:25:51 AM) Total Marks: 1

Which of the following is not a biographical characteristic?

Select correct option:

Region

Age

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Sex

Race

Question # 10 of 15 (Start time: 05:25:58 AM) Total Marks: 1

The conflict-handling intention of avoiding is _____

Select correct option:

Assertive and uncooperative

Assertive and cooperative

Unassertive and uncooperative

Unassertive and cooperative

Question # 11 of 15 (Start time: 05:26:06 AM) Total Marks: 1

Asad and Saad are working in a company. There occurs a conflict between the two due to different views on some decisions. Both are indulging in what type of conflict?

Select correct option:

Interpersonal Conflict

Interorganizational Conflict

Intergroup Conflict

Person-role Conflict

Question # 13 of 15 (Start time: 05:27:01 AM) Total Marks: 1

Which of the following is an accurate definition of recruitment?

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Select correct option:

The process of short listing employees from a pool of applicants

The process by which companies fill the need to find new employees

It is a document that explain duties and responsibilities of employees

It is a technique for reducing the labor supply with in an organization

Question # 14 of 15 (Start time: 05:27:58 AM) Total Marks: 1

The process of forming impression(through combining, integrating and interpreting information) of someone on the basis of previous attitude of ours, stimulus and current mood is called_____

Select correct option:

Selective Perception

Mood

Behavior

Social Perception

Question # 15 of 15 (Start time: 05:28:06 AM) Total Marks: 1

Mohsin has already presented two excellent reports. The report he has just presented is clearly not as good as the first two reports, yet he is given the same high grade as before. What shortcut has been used in this case?

Select correct option:

The contrast effect

The halo effect

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Stereotyping

Projection

Question # 1 of 15 (Start time: 05:34:18 AM) Total Marks: 1

Mr. Hussain is a salesperson. He remembers the names of his customers easily because he is able to retain and recall past experience. He is able in which of the following dimensions of intellectual ability?

Select correct option:

Memory

Number Aptitude

Deductive Reasoning

Perceptual speed

Question # 2 of 15 (Start time: 05:34:36 AM) Total Marks: 1

What is the last step in the Rational Decision-Making Model?

Select correct option:

Developing alternatives

Collecting relevant data

Weighing the decision criteria

Computing the optimal decision

Question # 3 of 15 (Start time: 05:34:55 AM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Organizing workshops and meetings to explain the changing nature of work is an example of which of the following tactics to overcome resistance?

Select correct option:

Manipulation and cooptation

Education and communication

Participation

Negotiation

Question # 4 of 15 (Start time: 05:35:55 AM) Total Marks: 1

Difficulty in expressing emotions by an individual and understanding other's emotions is termed as:

Select correct option:

Anemia

Thalassemia

Alexithymia

Myopia

Question # 5 of 15 (Start time: 05:36:03 AM) Total Marks: 1

Desirable end-states of existence; the goals that a person would like to achieve during his or her lifetime are called_____ Values

Select correct option:

Work

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Instrumental

Terminal

Organizational

Question # 6 of 15 (Start time: 05:36:10 AM) Total Marks: 1

Which of the following can be defined as a loss in performance due to low leader expectations?

Select correct option:

Golem effect

Galatea effect

Halo effect

Marshal effect

Question # 7 of 15 (Start time: 05:36:27 AM) Total Marks: 1

Which of the following is NOT consistent with rational decision-making?

Select correct option:

Consistency

Value-maximizing

Restraints

Ranking of criteria

Question # 8 of 15 (Start time: 05:37:26 AM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Asad, 22 years, recently graduated in Business administration is searching various occupational alternatives that best match to his education and interest. In which of the following career stage you find him?

Select correct option:

Growth stage

Exploration stage

Establishment stage

Maintenance stage

Question # 9 of 15 (Start time: 05:38:30 AM) Total Marks: 1

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Question # 10 of 15 (Start time: 05:38:43 AM) Total Marks: 1

Leaders achieve goals, and power is:

Select correct option:

A goal in and of itself

Usually used by poor leaders

A means of achieving goals

A strong influence on leaders' goals

Question # 11 of 15 (Start time: 05:39:51 AM) Total Marks: 1

In which of the following career stage; an individual gets his first job, gets accepted by his peers, learns in this job, and also gains the first tangible evidence of success or failure?

Select correct option:

Growth stage

Exploration stage

Establishment stage

Maintenance stage

Question # 12 of 15 (Start time: 05:40:16 AM) Total Marks: 1

Which of the following structure violates the unity of command concept?

Select correct option:

Simple

Virtual

Matrix

Team

Question # 13 of 15 (Start time: 05:41:30 AM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Which of the following term is defined as "the right inherent in a managerial position to give orders and expect orders to be obeyed"?

Select correct option:

Chain of command

Authority

Unity of command

Leadership

Question # 14 of 15 (Start time: 05:42:04 AM) Total Marks: 1

When we rank an individual's values in order of their _____, we obtain the person's value system.

Select correct option:

Intensity

Content

Context

Social needs

Question # 15 of 15 (Start time: 05:42:27 AM) Total Marks: 1

All of the following are characteristics of the organic model except:

Select correct option:

Cross-functional teams

Narrow spans of control

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Cross-hierarchical teams

Employee discretion

Question # 1 of 15 (Start time: 05:49:19 AM) Total Marks: 1

Which of the following is NOT a weakness of the simple structure?

Select correct option:

It is prone to information overload

There is little unity of command

It can lead to slower decision making

It is often insufficient in larger organizations

Question # 2 of 15 (Start time: 05:50:36 AM) Total Marks: 1

What is the major problem with the Meyers-Briggs Type Indicator as a measure of personality?

Select correct option:

It is very difficult to administer

It is very difficult to accurately interpret

It tends to overemphasize intuitive personality traits

It categorized individual's as either one type or another

Question # 3 of 15 (Start time: 05:51:23 AM) Total Marks: 1

Which of the following is a drawback of a narrow span of control?

Select correct option:

It reduces effectiveness

It encourages overly tight supervision

It is more efficient way of empowering employees

It increases participatory decision-making

Question # 4 of 15 (Start time: 05:51:44 AM) Total Marks: 1

In the modern work world, where higher-level trust has been largely destroyed because of broken promises, it is likely to be replaced with which of the following type of trust?

Select correct option:

Reliance-based

Dependence-based

Knowledge-based

Identity-based

Question # 5 of 15 (Start time: 05:52:26 AM) Total Marks: 1

Which of the following term refers to how an organization transfers its inputs into outputs?

Select correct option:

Production

Technology

Operations

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Process

Question # 6 of 15 (Start time: 05:52:34 AM) Total Marks: 1

A management function of a manager in which he/she maintains a network of outside contacts who provides favors and information is:

Select correct option:

Monitor

Leader

Liaison

Entrepreneur

Question # 7 of 15 (Start time: 05:53:54 AM) Total Marks: 1

According to Robert Katz, when managers have the mental ability to analyze and diagnose complex situations, they possess _____ skills.

Select correct option:

Technical

Leadership

Problem-solving

Conceptual

Question # 8 of 15 (Start time: 05:54:15 AM) Total Marks: 1

Which of the following is NOT one of the six universal emotions, as agreed upon by most contemporary researchers?

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Select correct option:

Anger

Fear

Hate

Sadness

Question # 9 of 15 (Start time: 05:54:39 AM) Total Marks: 1

The degree to which a person identifies with a job, actively participates in it, and considers performance important to self-worth is known as _____:

Select correct option:

Job Satisfaction

Job Enrichment

Job Specification

Job Involvement

Question # 10 of 15 (Start time: 05:55:08 AM) 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

Reflective

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Behavioral

Question # 11 of 15 (Start time: 05:55:20 AM) Total Marks: 1

Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

Select correct option:

Social Interaction

Commitment

Charisma

Leadership Skills

Question # 12 of 15 (Start time: 05:55:49 AM) Total Marks: 1

What is the main strength of job rotation?

Select correct option:

It decreases workload

It increases motivation

It increases productivity

It decreases training costs

Question # 13 of 15 (Start time: 05:57:17 AM) Total Marks: 1

Which of the following is not a core topic of organizational behavior?

Select correct option:

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Motivation

Attitude development

Conflict

Resource allocation

Question # 14 of 15 (Start time: 05:57:36 AM) Total Marks: 1

The matrix structure combines which two forms of departmentalization?

Select correct option:

Process and functional

Functional and product

Product and process

Customer and product

Question # 15 of 15 (Start time: 05:57:53 AM) Total Marks: 1

Which of the following is LEAST likely to create dependency?

Select correct option:

Importance

Non substitutability

Power legitimacy

Supply and demand

Question # 1 of 15 (Start time: 06:06:02 AM) Total Marks: 1

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Leaders achieve goals, and power is:

Select correct option:

A goal in and of itself

Usually used by poor leaders

A means of achieving goals

A strong influence on leaders' goals

Question # 2 of 15 (Start time: 06:06:11 AM) Total Marks: 1

Asad, 22 years, recently graduated in Business administration is searching various occupational alternatives that best match to his education and interest. In which of the following career stage you find him?

Select correct option:

Growth stage

Exploration stage

Establishment stage

Maintenance stage

Question # 3 of 15 (Start time: 06:06:18 AM) Total Marks: 1

Which of the following is an important moderator of the satisfaction-turnover relationship?

Select correct option:

Organization's culture

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Management style

Employee's level of performance

Employee's values and attitudes

Question # 4 of 15 (Start time: 06:06:38 AM) Total Marks: 1

Soccer Ball Company is undergoing a change process. The management decides to hire internal change agent to coordinate this process. What can be the potential benefit which management can gain from this step?

Select correct option:

More diverse working experience

Better knowledge of the organization

Act freely, not tied to office politics

To some extent avoid responsibility

Question # 5 of 15 (Start time: 06:08:02 AM) Total Marks: 1

What term is used for the extent to which an individual displays different behaviors in different situations?

Select correct option:

Continuity

Integrity

Stability

Distinctiveness

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Question # 6 of 15 (Start time: 06:08:33 AM) Total Marks: 1

A permanent change which occurs in the behavior due to experience is known as

Select correct option:

Ability

Learning

Motivation

Knowledge

Question # 7 of 15 (Start time: 06:08:41 AM) Total Marks: 1

An individual most likely to engage in political behavior would have all of the following except a/an :

Select correct option:

High need for power

High ability to self monitor

High charisma rating

Internal locus of control

Question # 8 of 15 (Start time: 06:08:59 AM) Total Marks: 1

Which of the following is the most likely explanation for the higher absentee rate of women in the workplace?

Select correct option:

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Women tend to have more illnesses that keep them from work than do men

Traditionally, women have had the responsibility of caring for home and family

Women tend to be less satisfied with their jobs than men

Women generally have jobs for which a temporary replacement can be hired

Question # 9 of 15 (Start time: 06:09:15 AM) Total Marks: 1

If you wish to emphasize the importance of making decisions consistent with fundamental liberties and privileges, the focus of your teaching will also be on which of the following?

Select correct option:

Utilitarianism

Justice

Rights

Privilege

Question # 10 of 15 (Start time: 06:09:43 AM) Total Marks: 1

The CEO of a retail store is developing its business plan. The store will have 200 employees and will serve customers both locally and internationally via a storefront and an Internet catalogue. Which of the following organizational designs is LEAST likely to benefit the goals of this retail store?

Select correct option:

Matrix

Virtual

Bureaucracy

Simple

Question # 11 of 15 (Start time: 06:10:35 AM) 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 # 12 of 15 (Start time: 06:10:42 AM) 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 # 13 of 15 (Start time: 06:10:49 AM) Total Marks: 1

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

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Select correct option:

Selective perception

The contrast effect

The halo effect

Stereotyping

Question # 14 of 15 (Start time: 06:11:13 AM) Total Marks: 1

Which type of conflict will you experience among the multiple roles in your life, like role of a father and a manager?

Select correct option:

Intergroup Conflict

Interpersonal Conflict

Interrole Conflict

Intrarole Conflict

Question # 15 of 15 (Start time: 06:12:18 AM) Total Marks: 1

When all communication is channeled through one person, which of the following communication network exists?

Select correct option:

Direct

Chain

Lateral

Wheel

Question # 11 of 15 (Start time: 05:55:36 PM) Total Marks: 1

The two general approaches to bargaining are known as:

Select correct option:

Emotional and rational

Affective and reflective

Distributive and integrative

Formal and informal

Question # 12 of 15 (Start time: 05:55:46 PM) Total Marks: 1

Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

Select correct option:

Social Interaction

Commitment

Charisma

Leadership Skills

Question # 13 of 15 (Start time: 05:56:15 PM) Total Marks: 1

A company oriented around cost minimization is best served by which type of structure?

Select correct option:

Virtual

Combination

Mechanistic

Organic

Question # 14 of 15 (Start time: 05:56:49 PM) Total Marks: 1

Difficulty in expressing emotions by an individual and understanding other's emotions is termed as:

Select correct option:

Anemia

Thalassemia

Alexithymia

Myopia

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

According to the goal-setting theory of motivation, highest performance is reached when goals are set to which level?

Select correct option:

Impossible but inspirational

Difficult but attainable

Only marginally challenging

Easy and attainable

Question # 1 of 15 (Start time: 06:01:50 PM) Total Marks: 1

Which one of the following problems is most likely to occur in a matrix structure?

Select correct option:

Loss of economies of scale

Decreased employee motivation

Employees receiving conflicting directives

Decreased response to environmental change

Question # 2 of 15 (Start time: 06:02:19 PM) Total Marks: 1

Which of the following is not a biographical characteristic?

Select correct option:

Region

Age

Sex

Race

Question # 3 of 15 (Start time: 06:02:26 PM) Total Marks: 1

According to Robert Katz, when managers have the mental ability to analyze and diagnose complex situations, they possess _____ skills.

Select correct option:

Technical

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Leadership

Problem-solving

Conceptual

Question # 4 of 15 (Start time: 06:02:35 PM) Total Marks: 1

Which of the following countries ranks highest in long-term orientation?

Select correct option:

Afghanistan

Bangladesh

Russia

China

Question # 5 of 15 (Start time: 06:02:50 PM) Total Marks: 1

What does consensus refer to in attribution theory?

Select correct option:

There is general agreement about a perception

Different people perceive a situation similarly

Different people respond the same way in the same situation

All people behave precisely the same way in certain situations

Question # 6 of 15 (Start time: 06:02:58 PM) Total Marks: 1

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In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Question # 7 of 15 (Start time: 06:03:06 PM) Total Marks: 1

Which of the following is NOT one of the stages of Group Development:

Select correct option:

Storming

Forming

Meeting

Performing

Question # 8 of 15 (Start time: 06:04:03 PM) Total Marks: 1

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

Select correct option:

Negotiation

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Relationships

Self interest

Dialogue

Question # 9 of 15 (Start time: 06:04:27 PM) Total Marks: 1

The application of negative consequences or the withdrawal of positive consequences to reduce the likelihood of repetition of that same behavior is known as:

Select correct option:

Punishment

Negative Reinforcement

Positive Reinforcement

Rewards

Question # 10 of 15 (Start time: 06:04:35 PM) Total Marks: 1

Several key dimensions to any organization's environment have been found. Which of the following is one of these key dimensions?

Select correct option:

Productivity

Complexity

Interdependence

Collaboration

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Question # 11 of 15 (Start time: 06:04:46 PM) Total Marks: 1

Which of the following is NOT consistent with rational decision-making?

Select correct option:

Consistency

Value-maximizing

Restraints

Ranking of criteria

Question # 12 of 15 (Start time: 06:05:04 PM) Total Marks: 1

In order to cope with the employees' resistance against the change in organizational structure the management have threatened to eliminate positions and even to close down the company if employees don't change their attitudes. The method for overcoming resistance is:

Select correct option:

Education and communication

Participation

Negotiation

Manipulation

Question # 13 of 15 (Start time: 06:06:19 PM) Total Marks: 1

All of the following are Decision-making styles EXCEPT:

Select correct option:

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Analytical

Conceptual

Ethical

Behavioral

Question # 14 of 15 (Start time: 06:06:36 PM) Total Marks: 1

Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?

Select correct option:

Women show greater emotional expression

Men express emotions more intensely

Women express emotions more intensely

Men express anger more frequently

Question # 15 of 15 (Start time: 06:06:42 PM) Total Marks: 1

Values are important to organizational behavior because they:

Select correct option:

Are considered as an integral part of culture

Help to understand the attitudes and motivation

Form the supporting foundation for the study of ethics

Allow the study of alignment of organizational policies

Question # 1 of 15 (Start time: 06:20:37 PM) Total Marks: 1

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Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

Select correct option:

Social Interaction

Commitment

Charisma

Leadership Skills

Question # 2 of 15 (Start time: 06:20:46 PM) Total Marks: 1

The application of negative consequences or the withdrawal of positive consequences to reduce the likelihood of repetition of that same behavior is known as:

Select correct option:

Punishment

Negative Reinforcement

Positive Reinforcement

Rewards

Question # 3 of 15 (Start time: 06:20:54 PM) Total Marks: 1

_____ is a measure of how organizations are becoming more heterogeneous in terms of gender, race, and ethnicity.

Select correct option:

Workforce diversity

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Affirmative action

Organizational culture

Operational homogeneity

Question # 4 of 15 (Start time: 06:21:14 PM) Total Marks: 1

For task conflict to be productive, it should be:

Select correct option:

Kept high to low

Kept at low to high

Kept at moderate levels

Kept at low-to-moderate levels

Question # 5 of 15 (Start time: 06:21:21 PM) Total Marks: 1

Which of the following techniques most restricts discussion or interpersonal communication during the decision-making process?

Select correct option:

Nominal group

Brainstorm

Electronic meeting

Groupthink

Question # 6 of 15 (Start time: 06:21:36 PM) Total Marks: 1

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Mr. Hussain is a salesperson. He remembers the names of his customers easily because he is able to retain and recall past experience. He is able in which of the following dimensions of intellectual ability?

Select correct option:

Memory

Number Aptitude

Deductive Reasoning

Perceptual speed

Question # 7 of 15 (Start time: 06:21:43 PM) Total Marks: 1

The tendency to be sociable, outspoken and friendly is known as

Select correct option:

Openness to Experience

Self Monitoring

Extroversion

Introversion

Question # 8 of 15 (Start time: 06:22:13 PM) Total Marks: 1

Which of the following is one of the most popular ways to group activities?

Select correct option:

Product

Function

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Geography

Process

Question # 9 of 15 (Start time: 06:22:32 PM) Total Marks: 1

Which of the following term is defined as "the right inherent in a managerial position to give orders and expect orders to be obeyed"?

Select correct option:

Chain of command

Authority

Unity of command

Leadership

Question # 10 of 15 (Start time: 06:22:41 PM) Total Marks: 1

Which of the following OD technique is used to increase trust and openness among team members?

Select correct option:

Team Building

Survey Feedback

Sensitivity Training

Process Consultation

Question # 11 of 15 (Start time: 06:22:50 PM) Total Marks: 1

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Achievements, Honesty, Fairness and Concern for other are related with _____ Values

Select correct option:

Personal

Work

Instrumental

Terminal

Question # 12 of 15 (Start time: 06:22:58 PM) Total Marks: 1

Which of the following type of leader is likely to have the most profound effect on his or her followers?

Select correct option:

Educational

Directive

Transformational

Transactional

Question # 13 of 15 (Start time: 06:23:21 PM) Total Marks: 1

Mr.Nasir usually achieves high goals and perform well in difficult tasks because he believes in his abilities. It shows which of the following personality characteristic of Mr. Nasir in organization?

Select correct option:

Self Efficacy

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Locus of Control

Self Monitoring

Self Esteem

Question # 14 of 15 (Start time: 06:23:46 PM) Total Marks: 1

Which of the following is the most likely explanation for the higher absentee rate of women in the workplace?

Select correct option:

Women tend to have more illnesses that keep them from work than do men

Traditionally, women have had the responsibility of caring for home and family

Women tend to be less satisfied with their jobs than men

Women generally have jobs for which a temporary replacement can be hired

Question # 15 of 15 (Start time: 06:23:53 PM) Total Marks: 1

Mr. Ehsan, Manager ABC Company found that skills of workers and machinery used by them as compared to the competitors in the market are obsolete within a year, which type of challenge ABC Company is facing?

Select correct option:

Globalization and Culture

High Quality and Low Quality

Rapid Pace of Change

Multiple Stakeholders

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Question # 1 of 15 (Start time: 06:36:17 PM) Total Marks: 1

What is the last step in Rational decision making model?

Select correct option:

Identifying the decision criteria

Selecting the best alternative

Defining the problem

Evaluating the alternatives

Question # 2 of 15 (Start time: 06:36:44 PM) Total Marks: 1

Ineffective planning of workforce would be highlighted by:

Select correct option:

Recruitment and selection problems

The need to out source some of the production

A need to offer retraining to current employees

An opportunity to increase the use of mechanization

Question # 3 of 15 (Start time: 06:37:24 PM) Total Marks: 1

What are the three primary determinants of behavior that organizational behavior focuses upon?

Select correct option:

Individuals, profit structure, and job satisfaction

Individuals, groups, and job satisfaction

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Groups, structure, and profit structure

Individuals, groups, and structure

Question # 4 of 15 (Start time: 06:38:23 PM) Total Marks: 1

All of the following are characteristics of the organic model except:

Select correct option:

Cross-functional teams

Narrow spans of control

Cross-hierarchical teams

Employee discretion

Question # 5 of 15 (Start time: 06:38:41 PM) Total Marks: 1

Activities that influence the distribution of advantages and disadvantages within an organization are known as:

Select correct option:

Human resources

Political behaviors

Influential power moves

Interactive initiatives

Question # 6 of 15 (Start time: 06:39:00 PM) Total Marks: 1

Which of the following type of leader is likely to have the most profound effect on his or her followers?

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Select correct option:

Educational

Directive

Transformational

Transactional

Question # 7 of 15 (Start time: 06:39:07 PM) Total Marks: 1

"Fahad is easy-going at home, but at work he becomes very tense and anxious."
This statement attributes Fahad's personality more to which of the following?

Select correct option:

Heredity

Environment

Situation

Locus of control

Question # 8 of 15 (Start time: 06:39:40 PM) Total Marks: 1

Suppose you are the plant manager of a manufacturing facility. Your manufacturing process is fairly complex, requiring skills drawn from multiple knowledge areas. Given this complexity, which approach would likely be most effective for determining the cause of the quality problems?

Select correct option:

Forming a cross-functional team, because of the multiple knowledge areas involved

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Forming a homogenous team, to assure an aggressive resolution to the problem

Forming a culturally diverse team, because of the need for team creativity

Forming self-managed team, because of the need for team autonomy

Question # 9 of 15 (Start time: 06:39:50 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 # 10 of 15 (Start time: 06:40:08 PM) Total Marks: 1

Two people see the same thing at the same time yet interpret it differently. Where do the factors that operate to shape their dissimilar perceptions reside?

Select correct option:

The perceivers

The target

The context

The situation

Question # 11 of 15 (Start time: 06:40:24 PM) Total Marks: 1

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Ali believes that he received an appropriate salary increase this year but he does not believe that the company's methods for determining salary increases were fair. He believes that there is a problem with the firm's ____ justice.

Select correct option:

Interpersonal

Distributive

Equity

Procedural

Question # 12 of 15 (Start time: 06:40:49 PM) Total Marks: 1

AGA Corporation is going to obtain the ownership or procession of another company. This process will call:

Select correct option:

Downsizing

Rightsizing

Reengineering

Acquisition

Question # 13 of 15 (Start time: 06:40:57 PM) Total Marks: 1

If you support the idea that conflict should be eliminated, you are supporting which of the following views of conflict?

Select correct option:

The traditional view

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The human relations view

The interactionist view

The positivistic view

Question # 14 of 15 (Start time: 06:41:27 PM) Total Marks: 1

What do we call it when we judge someone on the basis of our perception of the group to which he/she belongs?

Select correct option:

Stereotyping

Categorizing

Halo effect

Prototyping

Question # 15 of 15 (Start time: 06:41:35 PM) Total Marks: 1

Ali migrated from Pakistan to a foreign country. He is disorientated by the country's customs and has difficulty in adapting it. He also feels homesickness. What is Ali experiencing?

Select correct option:

Culture shock

Foreign culture

Alien culture

Adventure

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Question # 1 of 15 (Start time: 06:45:54 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 # 2 of 15 (Start time: 06:46:12 PM) Total Marks: 1

Asifa telephones her mother to inform that she will come late from college because of late practical. In this communication process, telephone is the:

Select correct option:

Receiver

Medium

Message

Decoder

Question # 3 of 15 (Start time: 06:46:23 PM) Total Marks: 1

If a job is highly formalized, it would NOT include which of the following?

Select correct option:

Explicit job description

High employee job discretion

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A large number of organizational rules

A consistent and uniform output

Question # 4 of 15 (Start time: 06:47:27 PM) Total Marks: 1

Self-managed teams are typically comprised of how many members?

Select correct option:

2-5

5-10

10-15

Over 100

Question # 5 of 15 (Start time: 06:47:34 PM) Total Marks: 1

Which of the following statements is true pertaining to the role of personality traits in negotiations?

Select correct option:

Charming personalities quickly resolve the conflicts

Competent individuals make excellent negotiations

Extraverts are less effective negotiators than introverts

Individuals with an internal locus of control are better negotiators

Question # 6 of 15 (Start time: 06:47:54 PM) Total Marks: 1

The Big Five Model of Personality contains all of the following dimensions EXCEPT:

Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

Question # 7 of 15 (Start time: 06:48:01 PM) Total Marks: 1

The sunshine company is reducing its size by selling off or closing down units and product lines to increase profitability. What is company doing?

Select correct option:

Downsizing

Rightsizing

Reengineering

Acquisition

Question # 8 of 15 (Start time: 06:48:13 PM) Total Marks: 1

The categories of causes or sources of conflict include all of the following EXCEPT:

Select correct option:

Communication

Structure

Group interaction

Personal variables

Question # 9 of 15 (Start time: 06:48:39 PM) Total Marks: 1

Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of _____ study.

Select correct option:

Organizational

Intuitive

Theoretical

Systematic

Question # 10 of 15 (Start time: 06:48:46 PM) Total Marks: 1

Asad is informing employees about the new disciplinary actions approved by the higher management. This is an example of:

Select correct option:

Upward communication

Downward communication

Diagonal communication

Horizontal communication

Question # 11 of 15 (Start time: 06:48:54 PM) Total Marks: 1

The management of Chanab Corporation discovers that its market is clearly divided between very different types of clients, with different support needs. To respond to this market diversity, management will probably choose to which of the following type of departmentalization?

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Select correct option:

Requirements

Support

Customer

Matrix

Question # 12 of 15 (Start time: 06:50:06 PM) Total Marks: 1

Which of the following terminal values was ranked as the most important by executives?

Select correct option:

Freedom

Self-respect

Family security

Social security

Question # 13 of 15 (Start time: 06:50:26 PM) Total Marks: 1

According to attribution theory, which of the following is an example of externally caused behavior?

Select correct option:

An employee is late because of a flat tire

An employee was promoted because of his abilities

An employee was fired because he slept on the job

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An employee was promoted because he was hard working

Question # 14 of 15 (Start time: 06:50:49 PM) Total Marks: 1

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?

Select correct option:

To avoid the stereotyping effect

To avoid the halo effect

To avoid the contrast effect

To avoid the projection effect

Question # 15 of 15 (Start time: 06:51:07 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 # 1 of 15 (Start time: 06:54:38 PM) Total Marks: 1

Which of the following is an important moderator of the satisfaction-turnover relationship?

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Select correct option:

Organization's culture

Management style

Employee's level of performance

Employee's values and attitudes

Question # 2 of 15 (Start time: 06:54:44 PM) Total Marks: 1

A reduction in the rank, status, or position of somebody or something is known as:

Select correct option:

Layoff

Attrition

Demotion

Firing

Question # 3 of 15 (Start time: 06:56:04 PM) Total Marks: 1

In the modern work world, where higher-level trust has been largely destroyed because of broken promises, it is likely to be replaced with which of the following type of trust?

Select correct option:

Reliance-based

Dependence-based

Knowledge-based

Identity-based

Question # 4 of 15 (Start time: 06:56:32 PM) Total Marks: 1

Omega Electronics Company decides to establish southern, Midwestern, western, and eastern zones of operation. Based on this expansion, the organization is doing which of the following type of departmentalization?

Select correct option:

Customer

Geography

Regional

Matrix

Question # 5 of 15 (Start time: 06:56:51 PM) Total Marks: 1

Which of the following is a drawback of a narrow span of control?

Select correct option:

It reduces effectiveness

It encourages overly tight supervision

It is more efficient way of empowering employees

It increases participatory decision-making

Question # 6 of 15 (Start time: 06:57:04 PM) Total Marks: 1

Which of the following is NOT considered as a driving force of internal change?

Select correct option:

Organizational crisis

Working environment

Declining effectiveness

Societal pressures

Question # 7 of 15 (Start time: 06:57:50 PM) Total Marks: 1

Which of the following network structure requires high emergence of leadership?

Select correct option:

Wheel

Chain

All-channel

Diverse

Question # 8 of 15 (Start time: 06:58:07 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

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Question # 9 of 15 (Start time: 06:58:15 PM) Total Marks: 1

What term is used for the extent to which an individual displays different behaviors in different situations?

Select correct option:

Continuity

Integrity

Stability

Distinctiveness

Question # 10 of 15 (Start time: 06:58:34 PM) Total Marks: 1

In attribution theory, what is distinctiveness?

Select correct option:

Whether an individual displays consistent behaviors in different situations

Whether an individual displays different behaviors in different situations

Whether an individual displays consistent behaviors in similar situations

Whether an individual displays different behaviors in similar situations

Question # 11 of 15 (Start time: 06:58:52 PM) Total Marks: 1

Which of the following is NOT a common organizational design?

Select correct option:

Simple structure

Bureaucracy

Centralized structure

Matrix structure

Question # 12 of 15 (Start time: 06:59:13 PM) Total Marks: 1

Ineffective planning of workforce would be highlighted by:

Select correct option:

Recruitment and selection problems

The need to out source some of the production

A need to offer retraining to current employees

An opportunity to increase the use of mechanization

Question # 13 of 15 (Start time: 06:59:21 PM) Total Marks: 1

A new committee within your university has been established that brings together specialists from all different departments to develop a new interdisciplinary program. The structure probably best meets the definition of which of the following?

Select correct option:

Matrix structure

Expert structure

Boundary less structure

Virtual structure

Question # 14 of 15 (Start time: 07:00:49 PM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Leaders achieve goals, and power is:

Select correct option:

A goal in and of itself

Usually used by poor leaders

A means of achieving goals

A strong influence on leaders' goals

Question # 15 of 15 (Start time: 07:00:59 PM) Total Marks: 1

If an employee dislikes uncertainty and has developed a negative attitude towards any new change then which of the following can be source of his/her resistance?

Select correct option:

Habit

Economic

Structural inertia

Fear of the unknown

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:

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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

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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

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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

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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

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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

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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?

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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:

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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

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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

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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

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Question # 1 of 15 (Start time: 05:12:11 PM) Total Marks: 1

Which of the following statements about the determinants of personality is true?

Select correct option:

Personality appears to be a result of external factors

Personality appears to be a result of mainly hereditary factors

Personality appears to be a result of mainly environmental factors

Personality appears to be a result of both hereditary and environmental factors

Question # 2 of 15 (Start time: 05:12:33 PM) Total Marks: 1

Sabohi has a job which pays an excellent salary. She has a good relationship with her peers and her supervisors. She also likes the fact that the company policy fits well with what she personally believes, and that she has received considerable recognition for her achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Sabohi loves her job?

Select correct option:

High compensation

Good nature of peer relationships

Good nature of supervisor relationships

Recognition for her achievements

Question # 3 of 15 (Start time: 05:13:25 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

Reflective

Behavioral

Question # 4 of 15 (Start time: 05:13:33 PM) Total Marks: 1

Robert Katz identified three essential skills that managers need to have in order to reach their goals. What are these skills?

Select correct option:

Technical, decisional and interpersonal

Technical, human, and conceptual

Interpersonal, informational and decisional

Conceptual, communication and networking

Question # 5 of 15 (Start time: 05:13:53 PM) Total Marks: 1

In the late 1940s, most manufacturing jobs in industrialized countries were being done with high ____.

Select correct option:

Departmentalization

Decentralization

Work specialization

Generalized structure

Question # 6 of 15 (Start time: 05:14:12 PM) Total Marks: 1

Mr.Fahad's one day salary was deducted because of his uninformed leave, as he was already warned about this behavior. It is an example of which method of shaping behaviors?

Select correct option:

Reinforcement

Positive Reinforcement

Punishment

Negative Reinforcement

Question # 7 of 15 (Start time: 05:14:29 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 # 8 of 15 (Start time: 05:14:36 PM) Total Marks: 1

A permanent change which occurs in the behavior due to experience is known as

Select correct option:

Ability

Learning

Motivation

Knowledge

Question # 9 of 15 (Start time: 05:15:03 PM) Total Marks: 1

What is generally considered to be the single "BEST" thing that managers can do to improve performance?

Select correct option:

Set specific, challenging goals

Allocate tasks depending on personality

Give abundant opportunities for employee growth

Concentrate on intrinsic rewards

Question # 10 of 15 (Start time: 05:15:30 PM) Total Marks: 1

The more consistent a behavior, the more the observer is inclined to ____.

Select correct option:

Attribute it to interpretation

Attribute it to internal causes

Attribute it to consensus

Attribute it to external causes

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Question # 11 of 15 (Start time: 05:15:48 PM) Total Marks: 1

Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?

Select correct option:

Women show greater emotional expression

Men express emotions more intensely

Women express emotions more intensely

Men express anger more frequently

Question # 12 of 15 (Start time: 05:15:55 PM) Total Marks: 1

The primary organizational implication of cognitive dissonance theory helps to predict which of the following statement?

Select correct option:

The likelihood of a given employee engaging in impression management

The extent to which the workforce will accept gender and racial types of bias

The willingness of the workforce to accept company rules and work practices

The inclination towards attitude and behavioral change of the workforce

Question # 13 of 15 (Start time: 05:17:06 PM) Total Marks: 1

Which of the following is an example of an attitude?

Select correct option:

Satisfaction of a person with a job well done

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The opinion that it is never acceptable to steal

Anger at being unfairly accused of a wrongdoing

The avoidance of a restaurant where one once received bad service

Question # 14 of 15 (Start time: 05:17:29 PM) Total Marks: 1

Which bargaining strategy is preferable for use in intra-organizational behavior?

Select correct option:

Positive negotiation

Distributive bargaining

Integrative bargaining

Equal bargaining

Question # 15 of 15 (Start time: 05:17:50 PM) Total Marks: 1

Which one of the following is NOT implied in the definition of power?

Select correct option:

Influence

Potential

Dependency

Actualization

Question # 13 of 15 (Start time: 05:23:24 PM) Total Marks: 1

Emotional intelligence appears to be especially relevant in jobs that demand which of the following?

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Select correct option:

Social Interaction

Commitment

Charisma

Leadership Skills

Question # 14 of 15 (Start time: 05:23:55 PM) Total Marks: 1

The conflict-handling intention of avoiding is _____

Select correct option:

Assertive and uncooperative

Assertive and cooperative

Unassertive and uncooperative

Unassertive and cooperative

Question # 15 of 15 (Start time: 05:24:31 PM) Total Marks: 1

Research suggests that which of the following increases with increase in tenure?

Select correct option:

Absenteeism

Job Productivity

Turnover

Dissatisfaction

Question # 1 of 15 (Start time: 05:26:36 PM) Total Marks: 1

Self-managed teams are typically comprised of how many members?

Select correct option:

2-5

5-10

10-15

Over 100

Question # 2 of 15 (Start time: 05:26:43 PM) Total Marks: 1

Mr.Muneeb is responsible for corrective actions when his organization faces important and unexpected disturbance. What management role is he playing?

Select correct option:

Negotiator

Disturbance handler

Resource Allocator

Disseminator

Question # 3 of 15 (Start time: 05:27:04 PM) Total Marks: 1

Which of the following statements best characterizes self-managed teams?

Select correct option:

Their team members often have low levels of job satisfaction

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Their team members prefer to work alone

Their productivity is generally low

They perform poorly during times of employee layoffs

Question # 4 of 15 (Start time: 05:28:30 PM) Total Marks: 1

Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of _____study.

Select correct option:

Organizational

Intuitive

Theoretical

Systematic

Question # 5 of 15 (Start time: 05:28:55 PM) Total Marks: 1

Which of the following is not one of the four primary management functions?

Select correct option:

Planning

Staffing

Organizing

Leading

Question # 6 of 15 (Start time: 05:29:19 PM) Total Marks: 1

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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: 05:29:27 PM) Total Marks: 1

For task conflict to be productive, it should be:

Select correct option:

Kept high to low

Kept at low to high

Kept at moderate levels

Kept at low-to-moderate levels

Question # 8 of 15 (Start time: 05:29:48 PM) Total Marks: 1

Suppose you are the plant manager of a manufacturing facility. Your manufacturing process is fairly complex, requiring skills drawn from multiple knowledge areas. Given this complexity, which approach would likely be most effective for determining the cause of the quality problems?

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Select correct option:

Forming a cross-functional team, because of the multiple knowledge areas involved

Forming a homogenous team, to assure an aggressive resolution to the problem

Forming a culturally diverse team, because of the need for team creativity

Forming self-managed team, because of the need for team autonomy

Question # 9 of 15 (Start time: 05:30:13 PM) Total Marks: 1

Assigning someone the role of critic refers to which of the following term?

Select correct option:

Devil advocate

Focus group

Arbitrator

Mediator

Question # 10 of 15 (Start time: 05:31:40 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: 05:31:48 PM) Total Marks: 1

The sunshine company is reducing its size by selling off or closing down units and product lines to increase profitability. What is company doing?

Select correct option:

Downsizing

Rightsizing

Reengineering

Acquisition

Question # 12 of 15 (Start time: 05:33:12 PM) Total Marks: 1

Which of the following statements about the determinants of personality is true?

Select correct option:

Personality appears to be a result of external factors

Personality appears to be a result of mainly hereditary factors

Personality appears to be a result of mainly environmental factors

Personality appears to be a result of both hereditary and environmental factors

Question # 13 of 15 (Start time: 05:33:20 PM) Total Marks: 1

Difficulty in expressing emotions by an individual and understanding other's emotions is termed as:

Select correct option:

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Anemia

Thalassemia

Alexithymia

Myopia

Question # 14 of 15 (Start time: 05:33:40 PM) Total Marks: 1

The best definition for centralization is a situation in which decision making is:

Select correct option:

Pushed down to lower level employees

Concentrated at a single point in the organization

Completed in each department and then sent to the higher-ups

Diffused among a large segment of employees

Question # 15 of 15 (Start time: 05:34:14 PM) Total Marks: 1

In the communication process, which of the following steps occurs first?

Select correct option:

Transmitting

Decoding

Encoding

Understanding

Question # 1 of 15 (Start time: 05:44:53 PM) Total Marks: 1

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Which of the following is not a biographical characteristic?

Select correct option:

Region

Age

Sex

Race

Question # 2 of 15 (Start time: 05:45:04 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 # 3 of 15 (Start time: 05:45:12 PM) Total Marks: 1

Which of the following is a drawback of a narrow span of control?

Select correct option:

It reduces effectiveness

It encourages overly tight supervision

It is more efficient way of empowering employees

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It increases participatory decision-making

Question # 4 of 15 (Start time: 05:46:33 PM) Total Marks: 1

As a manager, one of Ali's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ali performing, when he does this?

Select correct option:

Leadership role

Monitor role

Figurehead role

Spokesperson role

Question # 5 of 15 (Start time: 05:46:53 PM) Total Marks: 1

Management functions of planning, organizing, leading and controlling were first classified by:

Select correct option:

Henry Mintzeberg

Henri Fayol

Marry Parker

Stephen Covey

Question # 6 of 15 (Start time: 05:47:12 PM) Total Marks: 1

People with which type of personality trait commonly make poor decisions because they make them too fast?

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Select correct option:

Type As

Type Bs

Self-monitors

Extroverts

Question # 7 of 15 (Start time: 05:48:39 PM) Total Marks: 1

Which of the following is a reason that the study of organizational behavior is useful?

Select correct option:

Human behavior is not random

Human behavior is not consistent

Human behavior is rarely predictable

Human behavior is often not sensible

Question # 8 of 15 (Start time: 05:48:56 PM) Total Marks: 1

The most important aspect of power is probably that it:

Select correct option:

Involves control

Tends to corrupt people

Is counterproductive

Is a function of dependency?

Question # 9 of 15 (Start time: 05:49:16 PM) Total Marks: 1

Which of the following fields has most helped us understand differences in fundamental values, attitudes, and behavior among people in different countries?

Select correct option:

Anthropology

Psychology

Political science

Operations research

Question # 10 of 15 (Start time: 05:49:57 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 # 11 of 15 (Start time: 05:50:07 PM) Total Marks: 1

Which of the following can be defined as a loss in performance due to low leader expectations?

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Select correct option:

Golem effect

Galatea effect

Halo effect

Marshal effect

Question # 12 of 15 (Start time: 05:50:27 PM) Total Marks: 1

What do we call it when we judge someone on the basis of our perception of the group to which he/she belongs?

Select correct option:

Stereotyping

Categorizing

Halo effect

Prototyping

Question # 13 of 15 (Start time: 05:50:36 PM) Total Marks: 1

In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Question # 14 of 15 (Start time: 05:50:56 PM) Total Marks: 1

The matrix structure combines which two forms of departmentalization?

Select correct option:

Process and functional

Functional and product

Product and process

Customer and product

Question # 15 of 15 (Start time: 05:51:25 PM) Total Marks: 1

Which of the following term can be used to describe the joining of PICIC Commercial Bank with the NIB Bank Limited for increasing the resources, total assets and distribution networks?

Select correct option:

Merger

Downsizing

Rightsizing

Reengineering

Question # 1 of 15 (Start time: 06:10:59 PM) Total Marks: 1

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Your physician has advised you to take a series of medications. You comply because of his _____power.

Select correct option:

Referent

Formal

Expert

Personal

Question # 2 of 15 (Start time: 06:11:20 PM) Total Marks: 1

Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?

Select correct option:

Women show greater emotional expression

Men express emotions more intensely

Women express emotions more intensely

Men express anger more frequently

Question # 3 of 15 (Start time: 06:11:38 PM) Total Marks: 1

Values like working hard, being creative and honest are the means which lead towards achieving organizational goals. Which of the following term best describes these values?

Select correct option:

Terminal values

Instrumental values

Theoretical values

Social values

Question # 4 of 15 (Start time: 06:12:03 PM) Total Marks: 1

What is the term used for a general impression about an individual based on a single characteristic such as intelligence, sociability, or appearance?

Select correct option:

The contrast effect

Personal bias

The halo effect

Projection

Question # 5 of 15 (Start time: 06:12:20 PM) Total Marks: 1

Which bargaining strategy is preferable for use in intra-organizational behavior?

Select correct option:

Positive negotiation

Distributive bargaining

Integrative bargaining

Equal bargaining

Question # 6 of 15 (Start time: 06:12:29 PM) Total Marks: 1

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The degree, to which a person identifies with his or her job, actively participates in it, and considers his or her performance as being important to self-worth is _____.

Select correct option:

Job satisfaction

Job involvement

Job stability

Job enrichment

Question # 7 of 15 (Start time: 06:12:49 PM) Total Marks: 1

All of the following are Decision-making styles EXCEPT:

Select correct option:

Analytical

Conceptual

Ethical

Behavioral

Question # 8 of 15 (Start time: 06:13:10 PM) Total Marks: 1

You have been assigned the task of setting up a work team for a software development project. The team must operate very quickly to meet stringent deadlines and as the quality of the project depends highly on Team's output, so it must also work very accurately. Which of the following communication network structures should you choose for this team?

Select correct option:

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Chain

Wheel

Grapevine

All-channel

Question # 9 of 15 (Start time: 06:13:28 PM) Total Marks: 1

Which of the following is NOT a common organizational design?

Select correct option:

Simple structure

Bureaucracy

Centralized structure

Matrix structure

Question # 10 of 15 (Start time: 06:13:50 PM) Total Marks: 1

Which of the following is the expected weakness of group decision making?

Select correct option:

Less complete knowledge

More time will be used to make the decision

Employees will be less accepting of the group decision

The decision will probably be a lower quality decision

Question # 11 of 15 (Start time: 06:14:19 PM) Total Marks: 1

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In East, people like to work in groups and teams to achieve goals. It can be termed as which of the following cross cultural values:

Select correct option:

Collectivism

Individualism

Power Distance

Quantity of Life

Question # 12 of 15 (Start time: 06:14:38 PM) Total Marks: 1

Which of the following is consistent with efforts to reduce costs, speed up decision making, increase flexibility, and empower employees.

Select correct option:

Wider span of control

Narrow span of control

Matrix structures

Simple structures

Question # 13 of 15 (Start time: 06:16:03 PM) Total Marks: 1

Dissatisfied customers have _____ effect on employee's job satisfaction.

Select correct option:

Negative

Positive

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Neutral

No

Question # 14 of 15 (Start time: 06:16:22 PM) Total Marks: 1

Psychology's major contributions to the field of organizational behavior have been primarily at what level of analysis?

Select correct option:

The level of the group

The level of the individual

The level of the organization

The level of the culture

Question # 15 of 15 (Start time: 06:16:48 PM) Total Marks: 1

Which of the following theories was proposed by Douglas McGregor?

Select correct option:

Hierarchy of needs theory

Theories X and Y

Two-factor theory

Expectancy theory

Question # 1 of 15 (Start time: 06:20:28 PM) Total Marks: 1

Which of the following is a conflict stimulation technique?

Select correct option:

Expansion of resources

Compromise

Bringing in outsiders

Problem solving

Question # 2 of 15 (Start time: 06:20:47 PM) Total Marks: 1

In the communication process, which of the following steps occurs first?

Select correct option:

Transmitting

Decoding

Encoding

Understanding

Question # 3 of 15 (Start time: 06:20:55 PM) Total Marks: 1

Which of the following departmentalization can be considered necessary in an organization where the company's products fall into several categories with very different production methods for each category?

Select correct option:

Customer

Production

Process

Matrix

Question # 4 of 15 (Start time: 06:22:13 PM) Total Marks: 1

What is the last step in the Rational Decision-Making Model?

Select correct option:

Developing alternatives

Collecting relevant data

Weighing the decision criteria

Computing the optimal decision

Question # 5 of 15 (Start time: 06:22:31 PM) Total Marks: 1

Which of the following types of teams would most likely empower its team members to make work-related decisions?

Select correct option:

Technical

Self-managed

Problem-solving

Management

Question # 6 of 15 (Start time: 06:23:01 PM) Total Marks: 1

Assigning someone the role of critic refers to which of the following term?

Select correct option:

Devil advocate

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Focus group

Arbitrator

Mediator

Question # 7 of 15 (Start time: 06:23:23 PM) Total Marks: 1

If you have a narrow span of control, you have a(n) ____ organization structure.

Select correct option:

Efficient

Short

Tall

Matrix

Question # 8 of 15 (Start time: 06:24:01 PM) Total Marks: 1

Which of the following would not be considered an organization?

Select correct option:

Hospital

Charity centers

Red cross

Dairy farmers in Punjab

Question # 9 of 15 (Start time: 06:24:38 PM) Total Marks: 1

Which of the following is NOT a factor influencing perception:

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Select correct option:

Perceiver

Situation

Stimuli

Target

Question # 10 of 15 (Start time: 06:25:59 PM) Total Marks: 1

Ahmed believes that men perform better in oral presentations than women.
What shortcut has been used in this case?

Select correct option:

The halo effect

The contrast effect

Projection

Stereotyping

Question # 11 of 15 (Start time: 06:26:20 PM) Total Marks: 1

A CDGL work-crew cleans up parks and other public spaces. In this crew the dirtiest jobs are generally given to the newest members, while the more senior members of the crew tend to do little except draw their pay. What is the class of norms that encompasses arrangements like this?

Select correct option:

Performance

Appearance

Allocation of resources

Financial rewards

Question # 12 of 15 (Start time: 06:27:49 PM) Total Marks: 1

The unbroken line of authority that extends from the top of the organization to the lowest level and clarifies who reports to whom is termed as:

Select correct option:

Chain of command

Span of control

Unity of command

Web of authority

Question # 13 of 15 (Start time: 06:28:50 PM) Total Marks: 1

Which of the following is not a core topic of organizational behavior?

Select correct option:

Motivation

Attitude development

Conflict

Resource allocation

Question # 14 of 15 (Start time: 06:29:15 PM) Total Marks: 1

Difficulty in expressing emotions by an individual and understanding other's emotions is termed as:

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Select correct option:

Anemia

Thalassemia

Alexithymia

Myopia

Question # 15 of 15 (Start time: 06:29:24 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 # 1 of 15 (Start time: 06:33:17 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 # 2 of 15 (Start time: 06:33:37 PM) Total Marks: 1

The employee writes a complaint letter to his manager. Putting his thoughts onto paper is an example of:

Select correct option:

Encoding

Messaging

Channeling

Cryptography

Question # 3 of 15 (Start time: 06:34:07 PM) Total Marks: 1

Adil wants to get credit from the bank but bank can not approve credit to him because of past slow pay record. The bank manager and Adil meet and agree on a win-win solution that meets the need of both parties by involving a guarantee that will ensure payment if not made within prescribed period. This is an example of

Select correct option:

Compromising intention

Accommodating intention

Distributive negotiation

Integrative negotiation

Question # 4 of 15 (Start time: 06:34:27 PM) Total Marks: 1

Which of the following terminal values was ranked as the most important by executives?

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Select correct option:

Freedom

Self-respect

Family security

Social security

Question # 5 of 15 (Start time: 06:34:44 PM) Total Marks: 1

In East, people like to work in groups and teams to achieve goals. It can be termed as which of the following cross cultural values:

Select correct option:

Collectivism

Individualism

Power Distance

Quantity of Life

Question # 6 of 15 (Start time: 06:34:52 PM) Total Marks: 1

Which of the following leadership model integrates the expectancy theory of motivation with the Ohio State leadership research?

Select correct option:

Path-goal

Contingency

Leader-participation

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Leader-member exchange

Question # 7 of 15 (Start time: 06:35:08 PM) Total Marks: 1

Which one of the following problems is most likely to occur in a matrix structure?

Select correct option:

Loss of economies of scale

Decreased employee motivation

Employees receiving conflicting directives

Decreased response to environmental change

Question # 8 of 15 (Start time: 06:35:34 PM) Total Marks: 1

Mohsin has already presented two excellent reports. The report he has just presented is clearly not as good as the first two reports, yet he is given the same high grade as before. What shortcut has been used in this case?

Select correct option:

The contrast effect

The halo effect

Stereotyping

Projection

Question # 9 of 15 (Start time: 06:35:52 PM) Total Marks: 1

Asad is informing employees about the new disciplinary actions approved by the higher management. This is an example of:

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Select correct option:

Upward communication

Downward communication

Diagonal communication

Horizontal communication

Question # 10 of 15 (Start time: 06:36:10 PM) Total Marks: 1

Which of the following is NOT a key component of emotional intelligence?

Select correct option:

Self-awareness

Self-management

Commitment

Empathy

Question # 11 of 15 (Start time: 06:36:37 PM) Total Marks: 1

Which of the following statements is NOT true about the difference between men and women when it comes to emotional reactions?

Select correct option:

Women show greater emotional expression

Men express emotions more intensely

Women express emotions more intensely

Men express anger more frequently

Question # 12 of 15 (Start time: 06:36:44 PM) Total Marks: 1

The highest level of trust is exhibited in which of the following type of trust?

Select correct option:

Reward-based

Deterrence-based

Knowledge-based

Identification-based

Question # 13 of 15 (Start time: 06:37:18 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 # 14 of 15 (Start time: 06:37:28 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

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Affective

Reflective

Behavioral

Question # 15 of 15 (Start time: 06:37:36 PM) Total Marks: 1

In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Question # 1 of 15 (Start time: 06:39:18 PM) Total Marks: 1

The OB topic of motivation has been most influenced by which behavioral science discipline?

Select correct option:

Psychology

Sociology

Political science

Corporate strategy

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Question # 2 of 15 (Start time: 06:40:25 PM) Total Marks: 1

Who proposed that intentions to work toward a goal are a major source of work motivation?

Select correct option:

Abraham Maslow

Jake Herzberg

Stephen McClelland

Edwin Locke

Question # 3 of 15 (Start time: 06:40:57 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

Question # 4 of 15 (Start time: 06:41:12 PM) Total Marks: 1

A permanent change which occurs in the behavior due to experience is known as

Select correct option:

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Ability

Learning

Motivation

Knowledge

Question # 5 of 15 (Start time: 06:41:37 PM) Total Marks: 1

_____ refers to manager's mental ability to analyze and diagnose complex situations.

Select correct option:

Human Skill

Managerial Skill

Conceptual Skill

Technical Skill

Question # 6 of 15 (Start time: 06:41:55 PM) Total Marks: 1

The highest level of trust is exhibited in which of the following type of trust?

Select correct option:

Reward-based

Deterrence-based

Knowledge-based

Identification-based

Question # 7 of 15 (Start time: 06:42:18 PM) Total Marks: 1

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Mr. Rahman discusses job related problems with supervisor and attempts to improve conditions actively. It is an example of which of the following ways through which employees express dissatisfaction?

Select correct option:

Neglect

Loyalty

Exit

Voice

Question # 8 of 15 (Start time: 06:42:51 PM) Total Marks: 1

Organizational members who intentionally violate established norms that result in negative consequences for the organization, its members, or both, show:

Select correct option:

Deviant Workplace Behavior

Emotional Labor

Interpersonal Skills

Social Skills

Question # 9 of 15 (Start time: 06:43:49 PM) Total Marks: 1

Which is NOT a type of conflict identified by the interactionist view?

Select correct option:

Organizational

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Relationship

Process

Institutional

Question # 10 of 15 (Start time: 06:44:10 PM) Total Marks: 1

If a person responds the same way over time, attribution theory states that the behavior shows:

Select correct option:

Distinctiveness

Consensus

Consistency

Continuity

Question # 11 of 15 (Start time: 06:44:28 PM) Total Marks: 1

The best definition for centralization is a situation in which decision making is:

Select correct option:

Pushed down to lower level employees

Concentrated at a single point in the organization

Completed in each department and then sent to the higher-ups

Diffused among a large segment of employees

Question # 12 of 15 (Start time: 06:44:53 PM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Question # 13 of 15 (Start time: 06:45:01 PM) Total Marks: 1

Imran is the head of a group at an advertising agency working with artists and designers to come up with effective branding of new products. Why is it particularly important for him to keep his team happy?

Select correct option:

People are more conscientious when they are in a good mood

People are more efficient when they are in a good mood

People are more productive when they are in a good mood

People are more creative when they are in a good mood

Question # 14 of 15 (Start time: 06:45:11 PM) Total Marks: 1

Some individuals promote their image by describing others with whom they are associated in a positive light. These individuals are using which of the following impression management technique?

Select correct option:

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Conformity

Flattery

Association

Self-promotion

Question # 15 of 15 (Start time: 06:45:36 PM) Total Marks: 1

Transactional leadership is addressed by all of the following leadership theories EXCEPT:

Select correct option:

Transformational leadership theory

Path-goal theory

Fiedler's leadership model

The leader-participation model

Question # 2 of 15 (Start time: 06:47:44 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

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Question # 3 of 15 (Start time: 06:47:53 PM) Total Marks: 1

The matrix structure combines which two forms of departmentalization?

Select correct option:

Process and functional

Functional and product

Product and process

Customer and product

Question # 4 of 15 (Start time: 06:48:12 PM) Total Marks: 1

The primary organizational implication of cognitive dissonance theory helps to predict which of the following statement?

Select correct option:

The likelihood of a given employee engaging in impression management

The extent to which the workforce will accept gender and racial types of bias

The willingness of the workforce to accept company rules and work practices

The inclination towards attitude and behavioral change of the workforce

Question # 5 of 15 (Start time: 06:48:26 PM) Total Marks: 1

The OB topic of motivation has been most influenced by which behavioral science discipline?

Select correct option:

Psychology

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Sociology

Political science

Corporate strategy

Question # 6 of 15 (Start time: 06:49:10 PM) Total Marks: 1

Mr. Zulfiqar, Manager in ABC Company, always assume that employees don't like to work and avoid working whenever possible, So he uses to threaten employees to achieve their goals. Which theory is he applying?

Select correct option:

Theory Z

Theory Y

Theory X

Goal Setting Theory

Question # 7 of 15 (Start time: 06:49:31 PM) Total Marks: 1

In which stage of the conflict process does conflict become visible?

Select correct option:

Illumination

Intentions

Behavior

Cognition

Question # 8 of 15 (Start time: 06:49:52 PM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Which of the following is an important moderator of the satisfaction-turnover relationship?

Select correct option:

Organization's culture

Management style

Employee's level of performance

Employee's values and attitudes

Question # 9 of 15 (Start time: 06:50:12 PM) Total Marks: 1

Today's managers understand that the success of any effort at improving quality and productivity must include ____.

Select correct option:

Quality management programs

Customer service improvements

Employee's participation

Manufacturing simplification

Question # 10 of 15 (Start time: 06:50:25 PM) Total Marks: 1

After which stage of group development the group formed a common set of expectations of member behaviors?

Select correct option:

Norming

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Storming

Maturation

Forming

Question # 11 of 15 (Start time: 06:50:50 PM) Total Marks: 1

Which of the following statements is true?

Select correct option:

Older employees have lower rates of avoidable absence than younger workers

Older employees are more likely to quit their job than younger workers

Older employees are perceived to be more flexible than younger workers

Older employees generally have lower productivity than younger workers

Question # 12 of 15 (Start time: 06:51:23 PM) Total Marks: 1

Top executives, lower-level managers and business students tends to score highest in which of the following decision-making styles?

Select correct option:

Conceptual

Analytical

Behavioral

Ethical

Question # 13 of 15 (Start time: 06:52:22 PM) Total Marks: 1

What is the main strength of job rotation?

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Select correct option:

It decreases workload

It increases motivation

It increases productivity

It decreases training costs

Question # 14 of 15 (Start time: 06:52:59 PM) Total Marks: 1

Which of the following statements is NOT true?

Select correct option:

Satisfied employees are likely to be more productive

Dissatisfied employees are more likely to miss work

Satisfied employees increase customer satisfaction and loyalty

The most effective way to improve job satisfaction is a raise in pay

Question # 15 of 15 (Start time: 06:53:25 PM) Total Marks: 1

People who consistently believe they control their own destinies have a/an

_____.

Select correct option:

Type A personality

High self esteem

Internal locus of control

External locus of control

Question # 1 of 15 (Start time: 07:13:45 PM) Total Marks: 1

Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Attitudes are a measure of how the worth of an object, person or event is evaluated

Question # 2 of 15 (Start time: 07:14:08 PM) Total Marks: 1

The two parties eventually agree to ask M.S Qureshi, an attorney and trusted friend, to help them informally to solve their problem. Sam's role is that of a(n):

Select correct option:

Mediator

Arbitrator

Conciliator

Consultant

Question # 3 of 15 (Start time: 07:15:30 PM) Total Marks: 1

What are the three primary determinants of behavior that organizational behavior focuses upon?

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Select correct option:

Individuals, profit structure, and job satisfaction

Individuals, groups, and job satisfaction

Groups, structure, and profit structure

Individuals, groups, and structure

Question # 4 of 15 (Start time: 07:15:51 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

Reflective

Behavioral

Question # 5 of 15 (Start time: 07:15:59 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: 07:16:45 PM) Total Marks: 1

Mr. Hussain is a salesperson. He remembers the names of his customers easily because he is able to retain and recall past experience. He is able in which of the following dimensions of intellectual ability?

Select correct option:

Memory

Number Aptitude

Deductive Reasoning

Perceptual speed

Question # 7 of 15 (Start time: 07:17:09 PM) Total Marks: 1

What trait does a decision maker need to have if they are to fully appraise a problem and even see problems that others are not aware of?

Select correct option:

Creativity

Conceptual style

Intuition

Individuality

Question # 8 of 15 (Start time: 07:18:33 PM) Total Marks: 1

Which of the following is NOT a factor influencing perception:

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Select correct option:

Perceiver

Situation

Stimuli

Target

Question # 9 of 15 (Start time: 07:18:42 PM) Total Marks: 1

Hafeez is 50 years old, extremely wealthy and works because he enjoys it. Which of the following do you think would motivate Hafeez the most?

Select correct option:

More vacation time

Greater discretion over his job

A high amount of remuneration

A greater sense of inner peace

Question # 10 of 15 (Start time: 07:20:11 PM) Total Marks: 1

Transactional leadership is addressed by all of the following leadership theories EXCEPT:

Select correct option:

Transformational leadership theory

Path-goal theory

Fiedler's leadership model

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

The leader-participation model

Question # 11 of 15 (Start time: 07:20:19 PM) Total Marks: 1

Which of Hofstede's dimensions is the degree to which people in a country prefer structured to unstructured situations?

Select correct option:

Collectivism

Power distance

Long-term orientation

Uncertainty avoidance

Question # 12 of 15 (Start time: 07:20:42 PM) Total Marks: 1

All of the following are characteristics of the organic model except:

Select correct option:

Cross-functional teams

Narrow spans of control

Cross-hierarchical teams

Employee discretion

Question # 13 of 15 (Start time: 07:21:36 PM) Total Marks: 1

Some individuals promote their image by describing others with whom they are associated in a positive light. These individuals are using which of the following impression management technique?

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Select correct option:

Conformity

Flattery

Association

Self-promotion

Question # 14 of 15 (Start time: 07:22:03 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 # 15 of 15 (Start time: 07:22:23 PM) Total Marks: 1

A management function of a manager in which he/she maintains a network of outside contacts who provides favors and information is:

Select correct option:

Monitor

Leader

Liaison

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Entrepreneur

Question # 1 of 15 (Start time: 07:34:20 PM) Total Marks: 1

Factors other than satisfaction that impact one's decision to leave a current job include all of the following EXCEPT:

Select correct option:

Labor market conditions

Length of tenure with the organization

Expectations about alternative job opportunities

Organizational citizenship behavior

Question # 2 of 15 (Start time: 07:34:48 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 # 3 of 15 (Start time: 07:35:14 PM) Total Marks: 1

For task conflict to be productive, it should be:

Select correct option:

Kept high to low

Kept at low to high

Kept at moderate levels

Kept at low-to-moderate levels

Question # 4 of 15 (Start time: 07:35:23 PM) Total Marks: 1

A management function of a manager in which he/she maintains a network of outside contacts who provides favors and information is:

Select correct option:

Monitor

Leader

Liaison

Entrepreneur

Question # 5 of 15 (Start time: 07:35:46 PM) Total Marks: 1

Difficulty in expressing emotions by an individual and understanding other's emotions is termed as:

Select correct option:

Anemia

Thalassemia

Alexithymia

Myopia

Question # 6 of 15 (Start time: 07:35:53 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 # 7 of 15 (Start time: 07:36:00 PM) Total Marks: 1

What does consensus refer to in attribution theory?

Select correct option:

There is general agreement about a perception

Different people perceive a situation similarly

Different people respond the same way in the same situation

All people behave precisely the same way in certain situations

Question # 8 of 15 (Start time: 07:36:28 PM) Total Marks: 1

One of the shortcuts used to judge others involves evaluating a person based on how he/she compares to other individuals on the same characteristic. What is this shortcut called?

Select correct option:

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Selective perception

The contrast effect

The halo effect

Stereotyping

Question # 9 of 15 (Start time: 07:37:01 PM) Total Marks: 1

What is generally considered to be the single "BEST" thing that managers can do to improve performance?

Select correct option:

Set specific, challenging goals

Allocate tasks depending on personality

Give abundant opportunities for employee growth

Concentrate on intrinsic rewards

Question # 10 of 15 (Start time: 07:37:25 PM) Total Marks: 1

The unity-of-command principle states which of the following?

Select correct option:

Managers should limit their control to a maximum of ten employees

An individual should be directly responsible to only one supervisor

Managers should provide direction to employees in a unified fashion

Employees should report directly to two supervisors to maintain task balance

Question # 11 of 15 (Start time: 07:37:59 PM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Which one of the following would NOT be considered a human skill in Katz's structure?

Select correct option:

Decision making

Communicating

Working as part of a team

Listening to others

Question # 12 of 15 (Start time: 07:38:25 PM) Total Marks: 1

_____ refers to manager's mental ability to analyze and diagnose complex situations.

Select correct option:

Human Skill

Managerial Skill

Conceptual Skill

Technical Skill

Question # 13 of 15 (Start time: 07:38:34 PM) Total Marks: 1

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

Select correct option:

Persistence

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Intensity

Direction

Meditation

Question # 14 of 15 (Start time: 07:38:51 PM) Total Marks: 1

Which of the following would not be considered an organization?

Select correct option:

Hospital

Charity centers

Red cross

Dairy farmers in Punjab

Question # 15 of 15 (Start time: 07:39:01 PM) Total Marks: 1

Several key dimensions to any organization's environment have been found.
Which of the following is one of these key dimensions?

Select correct option:

Productivity

Complexity

Interdependence

Collaboration

Question # 1 of 15 (Start time: 07:43:51 PM) Total Marks: 1

Research suggests that which of the following increases with increase in tenure?

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Select correct option:

Absenteeism

Job Productivity

Turnover

Dissatisfaction

Question # 2 of 15 (Start time: 07:44:03 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

Question # 3 of 15 (Start time: 07:44:11 PM) Total Marks: 1

The cognitive process through which an individual selects, organizes but misinterprets environmental stimuli is known as_____

Select correct option:

Perception

Projection

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Selective Perception

Mis-Perception

Question # 4 of 15 (Start time: 07:44:32 PM) Total Marks: 1

In Ravi trading company, there is low formalization, a comprehensive information network, and high participation in decision making. What is its organizational structure?

Select correct option:

Simple

Mechanistic

Organic

Matrix

Question # 5 of 15 (Start time: 07:44:39 PM) Total Marks: 1

Ali migrated from Pakistan to a foreign country. He is disorientated by the country's customs and has difficulty in adapting it. He also feels homesickness. What is Ali experiencing?

Select correct option:

Culture shock

Foreign culture

Alien culture

Adventure

Question # 6 of 15 (Start time: 07:45:10 PM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

What do we call the process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment?

Select correct option:

Perception

Interpretation

Social verification

Environmental analysis

Question # 7 of 15 (Start time: 07:45:46 PM) Total Marks: 1

A company oriented around cost minimization is best served by which type of structure?

Select correct option:

Virtual

Combination

Mechanistic

Organic

Question # 8 of 15 (Start time: 07:47:14 PM) Total Marks: 1

Asifa telephones her mother to inform that she will come late from college because of late practical. In this communication process, telephone is the:

Select correct option:

Receiver

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Medium

Message

Decoder

Question # 9 of 15 (Start time: 07:47:52 PM) Total Marks: 1

E-Organizations rely MORE on:

Select correct option:

Team Decision Making

Individual Decision Making

Virtual-Team Decision Making

Group Decision Making

Question # 10 of 15 (Start time: 07:49:06 PM) Total Marks: 1

Which of the following is the key component underlying bureaucracy?

Select correct option:

Flexibility

Standardization

Dual lines of authority

Wide span of control

Question # 11 of 15 (Start time: 07:50:21 PM) Total Marks: 1

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

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

Select correct option:

Persistence

Intensity

Direction

Meditation

Question # 12 of 15 (Start time: 07:50:39 PM) Total Marks: 1

Asad is informing employees about the new disciplinary actions approved by the higher management. This is an example of:

Select correct option:

Upward communication

Downward communication

Diagonal communication

Horizontal communication

Question # 13 of 15 (Start time: 07:50:46 PM) Total Marks: 1

Political behaviors usually _____.

Select correct option:

Are counterproductive to individual goals

Are seen only in large organizations

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Are expected as part of each job requirement

Lie outside of an individual's specified job requirements

Question # 14 of 15 (Start time: 07:50:52 PM) Total Marks: 1

Using operant conditioning, which of the following is NOT a method that can be used to change behavior?

Select correct option:

Negative reinforcement

Punishment

Counseling

Positive reinforcement

Question # 15 of 15 (Start time: 07:51:10 PM) Total Marks: 1

A threatened strike action by a labor union to force the management to accept their demands is an example of which of the following power?

Select correct option:

Referent power

Legitimate power

Reward power

Coercive power

Question # 1 of 15 (Start time: 08:14:42 PM) Total Marks: 1

Asad, one of your newest employees, is an extravert. Which of the following statements is LEAST likely to be true?

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Select correct option:

Asad will probably attend the company picnic

Asad will be suited to a managerial or sales position

Asad will probably have a large number of relationships

Asad will perform well on specialized, detail-oriented tasks

Question # 2 of 15 (Start time: 08:14:58 PM) Total Marks: 1

Which of the following fields has most helped us understand differences in fundamental values, attitudes, and behavior among people in different countries?

Select correct option:

Anthropology

Psychology

Political science

Operations research

Question # 5 of 15 (Start time: 08:16:26 PM) Total Marks: 1

Which of the following is NOT an individual factor related to political behavior?

Select correct option:

Organizational investment

Perceived job alternatives

Zero-sum reward practices

Level of self-monitoring

Question # 7 of 15 (Start time: 08:17:31 PM) Total Marks: 1

Asad and Saad are working in a company. There occurs a conflict between the two due to different views on some decisions. Both are indulging in what type of conflict?

Select correct option:

Interpersonal Conflict

Interorganizational Conflict

Intergroup Conflict

Person-role Conflict

Question # 8 of 15 (Start time: 08:18:21 PM) Total Marks: 1

When Job satisfaction is increased, absenteeism tends to:

Select correct option:

Increase

Decrease

Have no effect

None of the above

Question # 9 of 15 (Start time: 08:18:39 PM) Total Marks: 1

A bureaucracy is characterized by all of the following EXCEPT:

Select correct option:

Specialization tasks

Highly routine operating tasks

Formalized rules and regulations

Decentralized decision making

Question # 10 of 15 (Start time: 08:19:01 PM) Total Marks: 1

Management functions of planning, organizing, leading and controlling were first classified by:

Select correct option:

Henry Mintzeberg

Henri Fayol

Marry Parker

Stephen Covey

Question # 11 of 15 (Start time: 08:19:10 PM) Total Marks: 1

Which one of the following problems is most likely to occur in a matrix structure?

Select correct option:

Loss of economies of scale

Decreased employee motivation

Employees receiving conflicting directives

Decreased response to environmental change

MGT502 _latest solved mcqs with reference by shifa .. Mega Super File

Question # 12 of 15 (Start time: 08:19:35 PM) Total Marks: 1

Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?

Select correct option:

To avoid the stereotyping effect

To avoid the halo effect

To avoid the contrast effect

To avoid the projection effect

Question # 13 of 15 (Start time: 08:20:02 PM) Total Marks: 1

An individual most likely to engage in political behavior would have all of the following except a/an :

Select correct option:

High need for power

High ability to self monitor

High charisma rating

Internal locus of control

Question # 14 of 15 (Start time: 08:20:23 PM) Total Marks: 1

Which of the following is NOT true of charismatic leaders?

Select correct option:

They have behavior that is unconventional

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They are willing to take high personal risk

They have a vision and the ability to articulate the vision

They show consistency with their followers' behaviors

Question # 15 of 15 (Start time: 08:21:06 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

1. How many determinants of human behavior in an organization are studied in Organizational Behavior(OB)?

Select correct option:

1

2

3

4

2. After which stage of group development the group formed a common set of expectations of member behaviors?

Select correct option:

Norming

Storming
Maturation
Forming

What does MBO provide for the individual employee?
Select correct option:

Specific personal performance objectives

Precise job descriptions
Explicit task objectives
Clear direction and purpose

3. In the following steps in decision making, which would come first?

Select correct option:

Generate alternatives
Rating of alternative
Make a choice
Implement the decision

4. Management functions of planning, organizing, leading and controlling were first classified by:

Select correct option:

Henry Mintzeberg
Henri Fayol
Marry Parker
Stephen Covey

5. Research suggests that which of the following increases with increase in tenure?

Select correct option:

Absenteeism

Job Productivity

Turnover

Dissatisfaction

6. The Big Five Model of Personality contains all of the following dimensions EXCEPT:
Select correct option:

Extroversion

Introversion

Emotional stability

Agreeableness

7. Studies indicate that which of the following tends to decrease with increased tenure?
Select correct option:

Job satisfaction

Productivity

Absenteeism

Raises and promotion

8. Ahmed believes that men perform better in oral presentations than women. What shortcut has been used in this case?
Select correct option:

The halo effect

The contrast effect

Projection

Stereotyping

9. _____ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

Select correct option:

Formal organization

Informal organization

Business organization

Government organization

10. Group behavior, power, and conflict are central areas of study for _____.

Select correct option:

Sociologists

Anthropologists

Social psychologists

Operations analysts

11. Which one of the following is not considered as a part of organizational output?

Select correct option:

Finished goods

Services

Dividends

Capital

12. Ali migrated from Pakistan to a foreign country. He is disorientated by the country's customs and has difficulty

in adapting it. He also feels homesickness. What is Ali experiencing?

Select correct option:

Culture shock

Foreign culture

Alien culture

Adventure

13. In Maslow's Hierarchy of needs, the individual's sense of belonging and love is classified in which of the following needs?

Select correct option:

Self-Actualization Needs

Esteem Needs

Safety Needs

Social Needs

14. Values like working hard, being creative and honest are the means which lead towards achieving organizational goals. Which of the following term best describes these values?

Select correct option:

Terminal values

Instrumental values

Theoretical values

Social values

15. Sana is an honest and straightforward person. She believes her employees are all similarly honest and

straightforward, ignoring signs that they may be manipulating her. What perceptual shortcut is Sana most likely using?

Select correct option:

Contrast effect

Halo effect

Stereotyping

Projection

16. Group behavior, power, and conflict are central areas of study for_____.

Sociologists

Anthropologists

Social psychologists

Operations analysts

17. Maslow's Need theory was widely recognized by practicing managers during:

Select correct option:

1950s and 1960s

1960s and 1970s

1970s and 1980s

1980s and 1990s

18. Barriers to Social perception includes all EXCEPT:

Select correct option:

Halo effect

Stereotyping

Projection

Selective Perception

19. Which of the following is an environmental force that shapes personality?

Select correct option:

Gender

Height

Brain size

Experience

20. Which of the following theory is proposed by Clayton Alderfer?

Select correct option:

Theory X and Theory Y

Hierarchy of Needs

ERG Theory

Theory Z

21. Suspending an employee for dishonest behavior is an example of which method of shaping behavior?

Select correct option:

Extinction

Negative reinforcement

Punishment

Positive reinforcement

22. Asad, one of your newest employees, is an extravert. Which of the following statements is LEAST likely to be true?

Select correct option:

Asad will probably attend the company picnic

Asad will be suited to a managerial or sales position

Asad will probably have a large number of relationships

Asad will perform well on specialized, detail-oriented tasks

23. Job satisfaction is best described as _____.

Select correct option:

A result

A value

An attitude

A discipline

Ref: specific predictors of job satisfaction were identified as a result of this study. ...

<http://www.biomedcentral.com/1472-6963/2/6>

24. If personality characteristics were completely dictated by _____, they would be fixed at birth and no amount of experience could alter them.

Select correct option:

Job satisfaction

Heredity

Environment

Situations

25. Increasingly, we can expect that women will be hired into ____ positions.
Select correct option:
- Unskilled
 - Traditionally female
 - Socially-oriented**
 - Professional
26. Values like working hard, being creative and honest are the means which lead towards achieving organizational goals. Which of the following term best describes these values?
Select correct option:
- Terminal values
 - Instrumental values**
 - Theoretical values
 - Social values
27. Alia has just presented her paper and has done a really good job. Why should you not want to present your own paper directly after she does?
Select correct option:
- To avoid the stereotyping effect
 - To avoid the halo effect
 - To avoid the contrast effect**
 - To avoid the projection effect
28. Individuals with a high need to achieve prefer all of the following EXCEPT:

Select correct option:

Job situations with personal responsibility

A high degree of risk

Overcoming obstacles

Personal empowerment

29. _____ refers to manager's mental ability to analyze and diagnose complex situations.

Select correct option:

Human Skill

Managerial Skill

Conceptual Skill

Technical Skill

30. What does MBO provide for the individual employee?

Select correct option:

Specific personal performance objectives

Precise job descriptions

Explicit task objectives

Clear direction and purpose

31. The study which enables us to learn about human beings, their activities and societies is known as

Select correct option:

Political Science

Sociology

Anthropology

Organizational Behavior

32. What sort of actions is most likely to be attributed to external causes?

Select correct option:

Actions that have high distinctiveness, high consensus and high consistency

Actions that have high distinctiveness, high consensus and low consistency

Actions that have high distinctiveness, low consensus and low consistency

Actions that have low distinctiveness, low consistency and high consensus

33. Organizational members who intentionally violate established norms that result in negative consequences for the organization, its members, or both, show:

Select correct option:

Deviant Workplace Behavior

Emotional Labor

Interpersonal Skills

Social Skills

34. Mr. Zulfiqar, Manager in ABC Company, always assume that employees don't like to work and avoid working whenever possible, So he uses to threaten employees to achieve their goals. Which theory is he applying?

Select correct option:

Theory Z

Theory Y

Theory X

Goal Setting Theory

35. According to attribution theory, which of the following is an example of externally caused behavior? Select correct option:

An employee is late because of a flat tire

An employee was promoted because of his abilities

An employee was fired because he slept on the job

An employee was promoted because he was hard working

36. What is the term used for a general impression about an individual based on a single characteristic such as intelligence, sociability, or appearance? Select correct option:

The contrast effect

Personal bias

The halo effect

Projection

37. Which of the following is not one of the four primary management functions? Select correct option:

Planning

Staffing

Organizing
Leading

38. Sadaf has a low absenteeism rate. She takes responsibility for his health and has good health habits. She is likely to have a(an):
Select correct option:

Internal locus of control

External locus of control
Core locus of control
High emotional stability level

39. Which of the following is one of the relationships proposed in expectancy theory?
Select correct option:

Reward-satisfaction relationship

Satisfaction-performance relationship
Rewards-personal goals relationship
Effort-satisfaction relationship

40. Which of the following option shows the quality of continuing steadily despite of problems or difficulties?
Select correct option:

Persistence

Intensity
Direction
Meditation

41. Which of the following is NOT a key component of emotional intelligence?

Select correct option:

Self-awareness

Self-management

Commitment

Empathy

42. Characteristics such as age, gender and marital status are known as _____

Select correct option:

Psychographic characteristics

Biographical characteristics

Geographical characteristics

Behavioral characteristics

43. Which of the following answer choices is the best definition of attitude?

Select correct option:

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Attitudes are a measure of how the worth of an object, person or event is evaluated

Ref: An emotion generated in response to a person, object or event.....

<http://en.mimi.hu/marketingweb/attitudes.html>

44. Achievements, Honesty, Fairness and Concern for other are related with _____ Values
Select correct option:

Personal

Work

Instrumental

Terminal

45. The smell of fresh cake baking makes Saima's mouth water is an example of which one of the following learning theory?
Select correct option:

Classical conditioning

Operant conditioning

Social learning

Reinforcement theory

46. Which of the following is NOT an important issue relating to goal-setting theory?
Select correct option:

Goal specificity

Equity among co-workers

Feedback

Defining the goal

47. What sort of goals does Management By Objectives (MBO) emphasize?
Select correct option:

Tangible, verifiable and measurable

Achievable, controllable and profitable

Challenging, emotional and constructive

Hierarchical, attainable and effective

Ref: Management by objectives emphasizes participatively set goals that are tangible, verifiable, and measurable. It is not a new idea. It originated more than 50 years ago.

48. As a manager, one of Ali's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ali performing, when he does this?

Select correct option:

Leadership role

Monitor role

Figurehead role

Spokesperson role

49. Values like working hard, being creative and honest are the means which lead towards achieving organizational goals. Which of the following term best describes these values?

Select correct option:

Terminal values

Instrumental values

Theoretical values

Social values

50. Mr. Hussain is a salesperson. He remembers the names of his customers easily because he is able to retain and recall past experience. He is able in which of the following dimensions of intellectual ability?

Select correct option:

Memory

Number Aptitude

Deductive Reasoning

Perceptual speed

51. Which of the following is NOT one of Hofstede's five dimensions of national culture?

Select correct option:

Power distance

Future orientation

Uncertainty avoidance

Flexibility versus rigidity

52. Biological Characteristics included the following EXCEPT:

Select correct option:

Marital Status

Gender

Color

REF:

- Age
- Gender
- Marital status
- Length of service, etc.

53. 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

Ref: Flexible benefits schemes enable employers to allow staff to select the benefits that suit them...

http://www.employeebenefits.co.uk/benefits/flex_bens.html

54. Mr. Fahad believes that the participation of employees in all aspects of company decision making is essential, Which management philosophy is he following?

Select correct option:

ERG Theory

Theory X

Theory Y

Theory Z

Ref: Alderfer's ERG Theory

Clayton Alderfer's existence-relatedness-growth (ERG) theory is also a need theory of work motivation. Alderfer reduces the number of needs from five to three and states that needs at more than one level can be motivators at any time.

55. Which of the following would not be considered an organization?

Select correct option:

Hospital

Charity centers

Red cross

Dairy farmers in Punjab

56. Which of the following statements is true?

Select correct option:

Older employees have lower rates of avoidable absence than younger workers

Older employees are more likely to quit their job than younger workers

Older employees are perceived to be more flexible than younger workers

Older employees generally have lower productivity than younger workers

Ref: In general, older employees have lower rates of avoidable absence. However, they have higher rates of unavoidable absence, probably due to their poorer health associated with aging and longer recovery periods when injured.

57. Which of the following is NOT a key component of emotional intelligence?

Select correct option:

Self-awareness

Self-management

Commitment

Empathy

58. Which one of the following is NOT included in the 4-Ps of Continuous Improvement:

Select correct option:

Product

Place

People

Processes

59. Eden Corp has installed a new email system, but many staff members do not know of its features. Upper management decides to allocate a small portion of the company's budget to solving this problem. A team that uses rational decision making to arrive at a solution should be aware that this case deviates from the assumptions of the rational decision making model in what way?
Select correct option:

There are cost constraints page 53

The problem is not clearly defined

The options available to the team are not known

There are constraints on the options available

60. The more consistent a behavior, the more the observer is inclined to ____.
Select correct option:

Attribute it to interpretation

Attribute it to internal causes page 49

Attribute it to consensus

Attribute it to external causes

61. If everyone who is faced with a similar situation responds in the same way, attribution theory states that the behavior shows ____.
Select correct option:

Consensus

Similarity

Reliability

Consistency

Ref: Consensus occurs if everyone who is faced with a similar situation responds in the same way

62. What is the relationship between what one perceives and objective reality?
Select correct option:
- They are the same
 - They cannot be the same
 - They are rarely if ever the same
 - They can be substantially different
63. Protecting the interests of deprived and less powerful is known as _____
Select correct option:
- Obligation
 - Right**
 - Justice
 - Duty
64. _____ creates problem for employees when their job requires to display emotions incompatible with their actual feelings
Select correct option:
- Depression

Emotional Labor

Stress

Anxiety

Ref: Emotional labor creates dilemmas for employees when their job requires them to exhibit emotions incongruous with their actual feelings

65. Top executives, lower-level managers and business students tends to score highest in which of the following decision-making styles

Select correct option:

Conceptual

Analytical

Behavioral

Ethical

Ref: Business students, lower-level managers, and top executives tend to score highest in the analytic style.

66. Mr. Rahman discusses job related problems with supervisor and attempts to improve conditions actively. It is an example of which of the following ways through which employees express dissatisfaction? Select correct option:

Neglect

Loyalty

Exit

Voice

67. Barriers to Social perception includes all EXCEPT

Select correct option:

Halo effect

Stereotyping

Projection

Selective Perception

68. 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

Ref: Terminal values.

- **Preferences concerning the ends to be achieved.**

69. Mohsin has already presented two excellent reports. The report he has just presented is clearly not as good as the first two reports, yet he is given the same high grade as before. What shortcut has been used in this case?

Select correct option:

The contrast effect

The halo effect

Stereotyping

Projection

70. The degree, to which a person identifies with his or her job, actively participates in it, and considers his or her performance as being important to self-worth is _____.
Select correct option:

Job satisfaction

Job involvement

Job stability

Job enrichment

Ref: Job involvement

• **A workable definition: the measure of the degree to which a person identifies psychologically with his/her job and considers his/her perceived performance level important to self-worth.**

71. Ali migrated from Pakistan to a foreign country. He is disorientated by the country's customs and has difficulty in adapting it. He also feels homesickness. What is Ali experiencing?
Select correct option:

Culture shock

Foreign culture

Alien culture

Adventure

Ref: Culture shock can include homesickness, and citizens living abroad tend to buy national newspapers or frequent stores or restaurants similar to those in the home country, page 14

72. : 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

73. According to the goal-setting theory of motivation, highest performance is reached when goals are set to which level?

Select correct option:

Impossible but inspirational

Difficult but attainable

Only marginally challenging

Easy and attainable

74. If a person responds the same way over time, attribution theory states that the behavior shows:

Select correct option:

Distinctiveness

Consensus

Consistency

75. What is the last step in the Rational Decision-Making Model?

Select correct option:

Developing alternatives

Collecting relevant data

Weighing the decision criteria

Computing the optimal decision

76. Your boss never gives you the benefit of the doubt. When you were late back from lunch, he assumed that you had simply taken too much time. He never considered that the elevators were out and you had to walk up 10 flights of stairs. Your boss is guilty of ____.
Select correct option:

Self-serving bias

Selective perception

Fundamental attribution error page 49

Inconsistency

77. Which of the following is NOT a factor in the individual perceiver?
Select correct option:

Attitude

Motive

Location

Perception

Ref: The more relevant personal characteristics affecting perception of the perceiver are attitudes, motives, interests, past experiences, and expectations

78. People with which type of personality trait commonly make poor decisions because they make them too fast?
Select correct option:

Type As

Type Bs

Self-monitors

Extroverts

79. _____ focuses on the study of people in relation to their social environment.

Select correct option:

Psychology

Sociology

Corporate strategy

Political science

80. _____ : Rizwan is low on conscientiousness. This would lead you to suspect that which of the following statements is most likely to be true about Rizwan?

Select correct option:

He will be easily distracted

He will find comfort in the familiar

He will be comfortable with solitude

He will be nervous, depressed, and insecure

81. _____ Which of the following is an example of an attitude?

Select correct option:

Satisfaction of a person with a job well done

The opinion that it is never acceptable to steal

Anger at being unfairly accused of a wrongdoing

The avoidance of a restaurant where one once received bad service

82. _____ Which of the following is an environmental force that shapes personality?

Select correct option:

Gender

Height

Brain size

Experience

83. Analyzing relationships, determining causes and effects, and basing conclusions on scientific evidence all constitute aspects of _____ study.

Select correct option:

Organizational

Intuitive

Theoretical

Systematic

84. _____ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

Select correct option:

Formal organization

Informal organization

Business organization

Government organization

85. Two people see the same thing at the same time yet interpret it differently. Where do the factors that operate to shape their dissimilar perceptions reside?

Select correct option:

The perceivers

The target

The context

The situation

86. What term is used for the extent to which an individual displays different behaviors in different situations?

Select correct option:

Continuity

Integrity

Stability

Distinctiveness

87. Which of the following is NOT one of the most common types of teams?

Select correct option:

Problem-solving

Interdepartmental

Self-managed

Cross functional

88. People who consistently believe they control their own destinies have a/an _____.

Select correct option:

Type A personality

High self esteem

Internal locus of control

External locus of control

89. Which of the following theories was proposed by Douglas McGregor?

Select correct option:

Hierarchy of needs theory

Theories X and Y

Two-factor theory

Expectancy theory

90. The primary change agents in an organization are:

Select correct option:

Employees

Managers

Leaders

Stakeholders

91. Mr. Hussain is a salesperson. He remembers the names of his customers easily because he is able to retain and recall past experience. He is able in which of the following dimensions of intellectual ability?

Select correct option:

Memory

Number Aptitude

Deductive Reasoning

Perceptual speed

92. Ability to understand what is read or heard and the relationship of words to each other is called _____

Select correct option:

Verbal comprehension

Non verbal comprehension

Perceptual speed

Memory

93. The degree to which a person identifies with a job, actively participates in it, and considers performance important to self-worth is known as _____:

Select correct option:

Job Satisfaction

Job Enrichment

Job Specification

Job Involvement

94. 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

95. Which of the following factors make it imperative that organizations be fast and flexible?

Select correct option:

Temporariness

Corporate excess

Advances in corporate strategy

Globalization

96. Which of the following countries ranks highest in long-term orientation?

Select correct option:

Afghanistan

Bangladesh

Russia

China

97. Increasingly, we can expect that women will be hired into ____ positions.

Select correct option:

Unskilled

Traditionally female

Socially-oriented

Professional

98. Which of the following term is used to describe broad range of feelings that people experience?

Select correct option:

Mood

Affect

Emotion

Emotional Intelligence

99. Which of the following is NOT a characteristic of physical ability?

Stamina

Strength

Looks

Dexterity

100. Eliminating any reinforcement that is maintaining an unwanted behavior is called:

Extinction

Punishment

Negative reinforcement

Positive reinforcement

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