

**MIDTERM EXAMINATION**  
**Spring 2010**  
**MGT502- Organizational Behaviour (Session - 5)**

Solved by vuZs Team

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<http://groups.google.com/group/vuZs>

**www.vuZs.net**

Time: 60 min

Marks: 47

**Question No: 1 ( Marks: 1 ) - Please choose one**

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?

- ▶ **Culture shock**
- ▶ Foreign culture
- ▶ Alien culture
- ▶ Adventure

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**Question No: 2 ( Marks: 1 ) - Please choose one**

Last year, Ali had taken lunch at a fast food restaurant that caused him food poisoning. Now whenever he passes by the restaurant, he feels nauseous. This is an example of which of the following learning theory?

- ▶ Classical conditioning
- ▶ Social learning
- ▶ **Operant conditioning**
- ▶ Reinforcement theory

**Question No: 3 ( Marks: 1 ) - Please choose one**

Faizan, a supervisor, has to choose between two different suggestions offered by employees about work schedule. Which one of the following will be most suitable for Faizan?

- ▶ **Inductive reasoning**
- ▶ Spatial visualization
- ▶ Deductive reasoning
- ▶ Perception

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**Question No: 4 ( Marks: 1 ) - Please choose one**

Which of the following is **NOT** a component of attitude?

- ▶ Cognition
- ▶ Affect
- ▶ Behavior
- ▶ **Myths**

**Question No: 5 ( Marks: 1 ) - Please choose one**

Individuals having an intense desire to achieve, are extremely competitive, have a sense of urgency, are impatient and can be hostile, are called:

- ▶ Self Monitoring
- ▶ Self Esteemed
- ▶ **Type A personality**
- ▶ Type B personality

**Question No: 6 ( Marks: 1 ) - Please choose one**

Which of the following statements is **TRUE** for affect?

- ▶ Affect is a type of emotion and religion
- ▶ Affect is a type of mood and environment
- ▶ **Affect can be a mood or an emotion**
- ▶ Affect is the result of conscious thought

**Question No: 7 ( Marks: 1 ) - Please choose one**

How is the satisficing decision maker best characterized?

- ▶ As using rationality
- ▶ **As using bounded rationality**
- ▶ As using creativity
- ▶ As relying on others to make decisions

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**Question No: 8 ( Marks: 1 ) - Please choose one**

When people tend to use intuitive decision making?

- ▶ **When a high level of uncertainty exists**
- ▶ When facts and figures are available
- ▶ When programmed decisions are made
- ▶ When there is no time constraint

**Question No: 9 ( Marks: 1 ) - Please choose one**

Which of the following statement is true regarding “analytical decision making style”?

- ▶ Tries to avoid conflict and seek acceptance
- ▶ **Provides creative solution to the problems**
- ▶ Uses minimum information
- ▶ Takes little time in making decisions

**Question No: 10 ( Marks: 1 ) - Please choose one**

Hunger, thirst, sex, pay, and physical work environment are examples of which of Alderfer's needs?

- ▶ **Existence**
- ▶ Safety
- ▶ Growth
- ▶ Physiological

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**Question No: 11 ( Marks: 1 ) - Please choose one**

How would a theory X manager view employees?

- ▶ Seeking responsibility
- ▶ **Needing to be coerced to achieve goals**
- ▶ Viewing work as a normal daily activity
- ▶ Exercising self control

**Question No: 12 ( Marks: 1 ) - Please choose one**

What sort of plan is a company-established benefit plan where employees acquire stock as part of their benefits?

- ▶ MBO program
- ▶ Gain sharing plan
- ▶ **Employee stock ownership plan**
- ▶ Piece-rate plan

**Question No: 13 ( Marks: 1 ) - Please choose one**

Which of the following is true about virtual teams?

- ▶ There is an absence of verbal cues
- ▶ There is limited social context
- ▶ People collaborate online
- ▶ **All of the given options**

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**Question No: 14 ( Marks: 1 ) - Please choose one**

What result does groupshift have on the decisions a group makes?

- ▶ They are less effective
- ▶ **They are generally riskier**
- ▶ They are made more quickly
- ▶ They are objectively incorrect

**Question No: 15 ( Marks: 1 ) - Please choose one**

Which of the following statement best defines leadership?

- ▶ Implementing the strategy provided by management
- ▶ Least concerned in bringing organizational change
- ▶ Coordinating and handling day-to-day problems
- ▶ **The ability to influence a group in goal achievement**

**Question No: 16 ( Marks: 1 ) - Please choose one**

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

- ▶ Transmitting
- ▶ Decoding
- ▶ **Encoding**
- ▶ Understanding

**Question No: 17 ( Marks: 1 ) - Please choose one**

All of the following are examples of nonverbal communication EXCEPT:

- ▶ **Instant messaging**

- ▶ Physical distance
- ▶ Facial expressions
- ▶ Hand gestures

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**Question No: 18 ( Marks: 1 ) - Please choose one**

Which of the following types of networks is most likely to promote accuracy?

- ▶ **Chain**
- ▶ Direct
- ▶ Horizontal
- ▶ All-channel

**Question No: 19 ( Marks: 1 ) - Please choose one**

Ali is an employee in a company. He expresses his dissatisfaction by discussing the problem with the superiors, suggests improvements and involves the unions in problem solving, He expresses his dissatisfaction in which of the following ways?

- ▶ Exit
- ▶ **Voice**
- ▶ Loyalty
- ▶ Neglect

**Question No: 20 ( Marks: 1 ) - Please choose one**

The relatively stable set of psychological attributes that distinguishes one person from another is called \_\_\_\_\_.

- ▶ Attitude
- ▶ **Personality**
- ▶ Perception
- ▶ Mind-set

**Question No: 21 ( Marks: 1 ) - Please choose one**

Which emotions are the emotions an individual actually is experiencing, despite what they might apparently show?

- ▶ **Felt**
- ▶ Displayed
- ▶ Conditional
- ▶ Exposed

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**Question No: 22 ( Marks: 1 ) - Please choose one**

According to McClelland, what is the need to make others behave in a way that they would not have behaved otherwise?

- ▶ **The need for power**
- ▶ The need for achievement
- ▶ The need for affiliation
- ▶ The need for control

**Question No: 23 ( Marks: 1 ) - Please choose one**

Which of the following is the major source of change affecting large number of organizations today?

- ▶ Corporate governance
- ▶ **Globalization**
- ▶ Business ethics
- ▶ Cultural change

**Question No: 24 ( Marks: 1 ) - Please choose one**

Which of the following is the ability to correctly perceive, evaluate, express and regulate emotions and feelings?

- ▶ **Emotional Intelligence**
- ▶ Mental Ability
- ▶ Physical Ability
- ▶ Memory Ability

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**Question No: 25 ( Marks: 1 ) - Please choose one**

Mr. Imran has the ability to understand the emotional makeup of other people. He is exhibiting which of the following components of emotional intelligence?

- ▶ Self-awareness
- ▶ **Empathy**
- ▶ Handling relationship
- ▶ Managing emotions

**Question No: 26 ( Marks: 1 ) - Please choose one**

The process of managing emotions with organizationally desired emotions exhibit which of the following concept?

- ▶ Emotional frustration
- ▶ Emotional contagion
- ▶ **Emotional labor**
- ▶ Emotional conflict

**Question No: 27 ( Marks: 1 ) - Please choose one**

Which of the following stage of perceptual process model involves noticing some of the information available to the person and filtering out the rest?

- ▶ Interpretation
- ▶ Organization
- ▶ **Selective attention**
- ▶ Judgment

**Question No: 28 ( Marks: 1 ) - Please choose one**

Which one of the following set of skills is best representing the required competencies of managers?

- ▶ **Technical skills, human skills and conceptual skills**
- ▶ Leading skills, motivational skills and human skills
- ▶ Organizing skills, interpersonal skills and leading skills
- ▶ Motivating skills, intrapersonal skills and conceptual skills

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**Question No: 29 ( Marks: 1 ) - Please choose one**

Mr. Ali is a top level manager at ABC Corporation. He has achieved everything he desired in his life. The only thing he misses is the relationships. At this point of career he really needs warm friendships. Identify the need of Mr. Ali.

- ▶ Need for achievement
- ▶ **Need for affiliation**
- ▶ Need for power
- ▶ Need for motivation

**Question No: 30 ( Marks: 1 ) - Please choose one**

Mr. Kashif is the member of a team who voluntarily meet and discuss different issues like how the quality of products be improved, what possible changes can be made to improve working conditions etc. Mr. Kashif is the member of which of the following team?

- ▶ Self-Managed team
- ▶ **Problem solving team**
- ▶ Cross functional team
- ▶ Virtual team

**Question No: 31 ( Marks: 1 ) - Please choose one**

Mr. Usman is the part of the team whose members takes the responsibility for their work, monitor their own performance and alter their behaviors when required to solve a problem. Usman is the member of which of the following team?

- ▶ **Self-Managed team**
- ▶ Problem solving team
- ▶ Cross functional team
- ▶ Virtual team

**Question No: 32 ( Marks: 1 ) - Please choose one**

Which of the following is a technique that is valuable in its ability to generate a number of independent judgments without the requirement of a face-to-face meeting?

- ▶ The nominal group technique
- ▶ Dialectical inquiry
- ▶ Brainstorming
- ▶ **The Delphi technique**

**Question No: 33 ( Marks: 1 ) - Please choose one**

A person or a group with a direct or indirect interest or involvement in organization and who is highly affected by the operations of the organization is called \_\_\_\_\_.

- ▶ Shareholder
- ▶ **Stakeholder**
- ▶ Stockholder



▶ Patron

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**Question No: 34 ( Marks: 1 ) - Please choose one**

Who proposed that there are three major relevant motives, or needs, in the workplace?

▶ **McClelland**

▶ McGregor

▶ Herzberg

▶ Maslow

**Question No: 35 ( Marks: 3 )**

What are the major strengths of today's advanced means of communication as compared to the traditional means in past?

**Question No: 36 ( Marks: 5 )**

Identify and explain the two dimensions of leadership described in the Ohio State studies.

**Question No: 37 ( Marks: 5 )**

Motivation is based on the perception of equity and fairness. Do you agree with the statement or not? Discuss it in the light of Equity theory.

*Motivation is based on the worker's perception of the work situation.*

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