

**MIDTERM EXAMINATION**  
**Fall 2009**  
**- Organizational Behaviour (Session - 4)**  
**Shared by Imran**  
**Solved By vuZs Team**  
<http://groups.google.com/group/vuZs>



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

Giving an employee a two-day suspension from work without pay for showing up drunk is an example of which of the following:

▶ **Punishment**

- ▶ Positive reinforcement
- ▶ Extinction
- ▶ Negative reinforcement

Ref: Punishment consists of administering a negative consequence when the undesired behavior occurs. Punishment is not the same as negative reinforcement. It decreases a behavior, whereas negative reinforcement increases the frequency of a behavior. Punishment administers a negative consequence, whereas negative reinforcement removes a negative consequence. (Page 23)

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

Rabia is working in a software house. She is a very hard working, motivated to achieve organizational goals and due to her attachment with the organization she wishes to continue her job with the same organization. Her behavior is showing:

▶ **Job involvement**

- ▶ Job satisfaction
- ▶ Job commitment
- ▶ Job enrichment

Ref: High levels of job involvement is thought to result in fewer absences and lower resignation rates. (Page 29)

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

Which of the following lay the foundation for the understanding of attitudes and motivation because they influence our perceptions?

- ▶ Moods

- ▶ Behaviors
- ▶ **Values**
- ▶ Customs

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

\_\_\_\_\_ are the preferences concerning the ends to be achieved.

- ▶ **Terminal values**
- ▶ Instrumental values
- ▶ Theoretical values
- ▶ Social values

Ref: Terminal values Personally preferred end-states of existence. (Page 140)

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

Which of the following is **NOT** included in the values across cultures?

- ▶ Uncertainty Avoidance
- ▶ Power Distance
- ▶ **Assertiveness**
- ▶ Individualism versus collectivism

**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

Ref: Affect is the emotional or feeling segment of an attitude. Example: "I don't like Jon because he discriminates against minorities." (Page 29)

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

The ability of a person to manipulate his/her emotions according to a given situation is called \_\_\_\_\_.

- ▶ **Emotional Intelligence**
- ▶ Emotional Constraints
- ▶ Affective Emotions
- ▶ Cognitive dissonance

Ref: Emotional intelligence is the ability to understand and manage one's own feelings and emotions and the feelings and emotions of others.. (Page 21)

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

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

- ▶ **Deviant Workplace Behavior**
- ▶ Emotional Labor
- ▶ Emotional disorder
- ▶ None of the given options

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

What is the most relevant application of perception concepts to OB?

- ▶ **The perceptions people form about each other**
- ▶ The perceptions people form about their employer
- ▶ The perceptions people form about society
- ▶ The perceptions people form about external reality

### Reference

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

Whenever Sana is successful she takes full credit for what has happened, but whenever she is unsuccessful she attributes her failure to bad luck or blames one of her fellow employees. She is doing\_\_\_\_\_.

- ▶ **Self-serving biase**
- ▶ The halo effect
- ▶ Distinctiveness
- ▶ Projection

Ref: A **self-serving bias** occurs when people attribute their successes to internal or personal factors but attribute their failures to situational factors beyond their control.(WikiPedia)

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**Question No: 11 ( 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

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

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

- ▶ Defining the goal

- ▶ Goal difficulty
- ▶ Goal specificity
- ▶ **Equity among co-workers**

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

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

- ▶ **Reward-satisfaction relationship**
- ▶ Satisfaction-performance relationship
- ▶ Rewards-personal goals relationship
- ▶ Effort-satisfaction relationship

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

What continuum in the two-factor theory is made up of the hygiene factors?

- ▶ **No dissatisfaction to dissatisfaction**
- ▶ No dissatisfaction to satisfaction
- ▶ Satisfaction to no satisfaction
- ▶ Satisfaction to dissatisfaction

Ref: Herzberg proposed that his findings indicated the existence of a dual continuum: The opposite of "satisfaction" is "no satisfaction," and the opposite of "dissatisfaction" is "no dissatisfaction."

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

Some MBO programs fail to live up to expectations. Which of the following is **NOT** a common reason that MBO programs fail?

- ▶ **Allowing subordinate to participate in setting goals**
- ▶ Unwillingness to reward goal accomplishment
- ▶ Unrealistic expectations regarding results
- ▶ Lack of commitment by top management

Ref: factors such as unrealistic expectations regarding results, lack of top-management commitment, and an inability or unwillingness by management to allocate rewards based on goal accomplishment are the cause. (Page 72)

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

Who sets MBO objectives?

- ▶ The immediate supervisor
- ▶ **The superior and subordinate**
- ▶ The head of department

- ▶ The employees themselves

Ref: The superior meets with the subordinate to develop and agree on subordinate objectives. (Page 71)

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

The tendency of individuals to exert less effort when they work in a group than when they work alone is referred to as:

- ▶ Sucker effect
- ▶ **Social loafing**
- ▶ Social facilitation
- ▶ Socialization

Ref: Social loafing or free riding occurs when a group member decides to loaf, hoping that someone else will pick up the slack (usually occurs when group rewards are shared equally, without regard to individual performance)(Page 82)

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

Teams generally have a(n) \_\_\_\_\_ impact on employee motivation.

- ▶ Inconsistent
- ▶ **Positive**
- ▶ Discouraging
- ▶ Neutral

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

Demand on leader is \_\_\_\_\_ in a team comprising of 2-7 members.

- ▶ High
- ▶ Highest
- ▶ **Low**
- ▶ Moderate

Ref : Demand on leader is low in 2-7 members team.(Page 86)

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

Which of the following is one of the drawbacks of a small team?

- ▶ **Lack for diversity of views**
- ▶ Less chances of disagreement
- ▶ Less rigidity
- ▶ Less difficult to assemble

Ref: Very small teams are likely to lack for diversity of views. (Page 85)

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

Which of the following type of teams allows for collaboration between team members who are physically dispersed?

- ▶ Local
- ▶ Global
- ▶ **Virtual**
- ▶ Interactive

**Question No: 22 ( 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: 23 ( Marks: 1 ) - Please choose one**

Which of the following is described as a tendency for group discussion to produce shifts toward more extreme attitudes among members?

- ▶ Group think
- ▶ Group shift

▶ **Group polarization (MH,vuzs)**

- ▶ Social loafing

Ref: In social psychology, **group polarization** refers to the tendency for groups to make decisions that are more extreme than the initial inclination of its members.(Wikipedia)

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

Which of the following is a group decision making method in which individual members meet face-to-face to pool their judgments in a systematic but independent fashion?

- ▶ Brainstorming
- ▶ Groupthink

▶ **Nominal group Technique**

- ▶ Delphi model

[Reference](#)

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

Which of the following is likely to generate the least innovative alternatives?

▶ **Face-to-face interacting groups**

- ▶ Brainstorming

- ▶ Delphi technique
- ▶ Nominal group technique

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

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

- ▶ Groupthink
- ▶ **Nominal group**
- ▶ Brainstorm
- ▶ Electronic meeting

Ref: Restricts discussion or interpersonal communication during the decision-making process.(Page 92)

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

According to Robert House, which of the following statement is true?

▶ **Managers use the authority inherent in their designated formal rank**

- ▶ Leaders are the primary agent for bringing organizational change
- ▶ Leaders establish direction by developing a vision of the future
- ▶ Leaders align and direct people by communicating their vision

Ref: Managers use the authority inherent in their designated formal rank to obtain compliance. (Page 102)

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

The University of Michigan researchers concluded that:

- ▶ Employee-oriented leaders had lower productivity
- ▶ Employee-oriented leaders had higher productivity
- ▶ **Production-oriented leaders created lower employee satisfaction**

▶ Production-oriented leaders created higher employee satisfaction

Ref: Production-oriented leaders tended to be associated with low group productivity and lower job satisfaction. (Page 107)

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

The means by which a communication is passed is called:

- ▶ **Medium**
- ▶ Instrument
- ▶ Conductor
- ▶ Transmission

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

When manager marketing is communicating with the manager production, it is called:

- ▶ Upward communication
- ▶ Downward communication
- ▶ **Lateral communication**
- ▶ Vertical communication

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

Sami is developing marketing page for the company web site and is concerned about the appearance of his active links. He seeks reactions from fellow employees. The reactions he seeks are part of the:

- ▶ Adjourning phase
- ▶ Encoding phase
- ▶ Decoding phase
- ▶ **Feedback phase**

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

Memos, letters, e-mail, fax transmissions, and organizational periodicals represent examples of:

- ▶ Informal communication channels
- ▶ Formal communication channels
- ▶ **Written communication**
- ▶ Non verbal communication

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

Which of the following is an important nonverbal component of communication?

- ▶ Written memo
- ▶ Paraphrase
- ▶ Eye contact
- ▶ **E-mail**

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

Rumors would most likely flourish in situations where there is:

- ▶ **Ambiguous situation**
- ▶ Well-communicated change
- ▶ Assurance by management



- ▶ A chain communication style

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**Question No: 35 ( Marks: 1 ) - Please choose one**

Which one of the following study in the field of OB has contributed knowledge on a number of topics including: learning, perception, personality, emotions, training, leadership, motivation, job satisfaction, decision making, etc?

▶ **Psychology**

- ▶ Sociology
- ▶ Anthropology
- ▶ Physiology

Ref: See table on page no 04)

**Question No: 36 ( Marks: 1 ) - Please choose one**

\_\_\_\_\_ are the shared beliefs about expected behaviors aimed at making groups function effectively.

- ▶ Group ethics

▶ **Group norms**

- ▶ Group criteria
- ▶ Group unity

**Reference**

**Question No: 37 ( Marks: 1 ) - Please choose one**

Which of the following type of values determine the preferences for the means to be used in achieving desired ends?

▶ **Terminal values**

- ▶ Instrumental values
- ▶ Theoretical values
- ▶ Social values

**Ref: Terminal values.**

Preferences concerning the ends to be achieved. (Page 25)

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**Question No: 38 ( Marks: 1 ) - Please choose one**

The Big Five model is related to \_\_\_\_\_.

- ▶ Perception

▶ **Personality**

- ▶ Experience
- ▶ Culture

Ref: BIG FIVE Personality Traits.

**Question No: 39 ( 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

Ref: Felt emotions are an individual's actual emotions. (Page 39)

**Question No: 40 ( Marks: 1 ) - Please choose one**

Process variables include all of the following **EXCEPT**:

▶ **Climate of trust**

- ▶ Team efficacy
- ▶ Minimized social loafing
- ▶ Specific goals

**Question No: 41 ( Marks: 10 )**

Compare and contrast command, task, interest, and friendship groups by giving practical examples.

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