

# MGT502 Solved MCQs and Quizzes Mega Collection By Arslan Ali

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Mgt 502 quiz3 lec 1 to 25  
27-dec-2010 to 29-dec-2010

1. Question # 1 of 20 ( Start time: 06:49:47 PM ) Total Marks: 1

Which of the following term is used to define tendency to draw a general impression about an individual on the basis of a single characteristic?

Select correct option:

Contrast Effect

**Halo effect**

Self-Serving bias

Selective Perception

2. Question # 3 of 20 ( Start time: 06:50:24 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

3. Question # 4 of 20 ( Start time: 06:50:52 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

4. Question # 5 of 20 ( Start time: 06:51:19 PM ) Total Marks: 1

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

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### Projection

5. Question # 6 of 20 ( Start time: 06:51:45 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

6. Question # 7 of 20 ( Start time: 06:52:17 PM ) Total Marks: 1

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

7. Question # 8 of 20 ( Start time: 06:52:49 PM ) Total Marks: 1

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

Select correct option:

Influence

Potential

Dependency

**Actualization**

8. Question # 9 of 20 ( Start time: 06:53:16 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

Selective Perception

**Mis-Perception**

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9. Question # 10 of 20 ( Start time: 06:53:39 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

10. Question # 11 of 20 ( Start time: 06:54:20 PM ) Total Marks: 1

The primary change agents in an organization are:

Select correct option:

Employees

**Managers**

Leaders

Stakeholders

11. Question # 12 of 20 ( Start time: 06:54:46 PM ) Total Marks: 1

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**

12. Question # 13 of 20 ( Start time: 06:55:29 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

13. Question # 14 of 20 ( Start time: 06:56:09 PM ) Total Marks: 1

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

Select correct option:

People

**Place**

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Structure

Task

14. Question # 16 of 20 ( Start time: 06:57:13 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

15. Question # 17 of 20 ( Start time: 06:57:54 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

16. Question # 18 of 20 ( Start time: 06:58:26 PM ) 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**

17. Question # 19 of 20 ( Start time: 06:58:53 PM ) 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

18. Question # 20 of 20 ( Start time: 06:59:22 PM ) Total Marks: 1

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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**

19. Question # 1 of 20 ( Start time: 07:03:42 PM ) Total Marks: 1

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

20. Question # 2 of 20 ( Start time: 07:04:07 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

21. Question # 3 of 20 ( Start time: 07:04:37 PM ) Total Marks: 1

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

22. Question # 4 of 20 ( Start time: 07:05:23 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**

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Form the supporting foundation for the study of ethics  
Allow the study of alignment of organizational policies

23. Question # 5 of 20 ( Start time: 07:05:54 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

24. Question # 6 of 20 ( Start time: 07:06:52 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

25. Question # 7 of 20 ( Start time: 07:07:21 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**

26. Question # 9 of 20 ( Start time: 07:08:18 PM ) Total Marks: 1

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

Select correct option:

Unskilled

Traditionally female

Socially-oriented

**Professional**

27. Question # 10 of 20 ( Start time: 07:08:56 PM ) Total Marks: 1

The theory which attempts to determine whether an individual's behavior is internally or externally

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caused is called:

Select correct option:

### **Attribution Theory**

Contingency Theory

Expectancy Theory

Path-Goal Theory

28. Question # 11 of 20 ( Start time: 07:09:27 PM ) Total Marks: 1

Biological Characteristics included the following EXCEPT:

Select correct option:

Marital Status

Gender

**Color**

Age

29. Question # 12 of 20 ( Start time: 07:10:09 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

30. Question # 13 of 20 ( Start time: 07:10:36 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

31. Question # 14 of 20 ( Start time: 07:11:30 PM ) Total Marks: 1

When Job satisfaction is increased, absenteeism tends to:

Select correct option:

Increase

**Decrease**

Have no effect

None of the above

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32. Question # 15 of 20 ( Start time: 07:12:02 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

33. Question # 16 of 20 ( Start time: 07:12:25 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

34. Question # 17 of 20 ( Start time: 07:13:00 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

35. Question # 18 of 20 ( Start time: 07:13:39 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

36. Question # 19 of 20 ( Start time: 07:14:26 PM ) Total Marks: 1

When a bank robber points a gun at a bank employee, his base of power is:

Select correct option:**Coercive**



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Punitive  
Positional  
Authoritative

37. Question # 20 of 20 ( Start time: 07:15:25 PM ) Total Marks: 1

Mr. Ahmed is influenced by Mr. Ali because he is attractive and has desirable resources or personal characteristics. Which of the following sources of power is exhibited by Mr. Ali?

Select correct option:

**Legitimate power**

Coercive power  
Reward power  
Referent power

38. Question # 1 of 20 ( Start time: 07:22:14 PM ) Total Marks: 1

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

Select correct option:

Negotiation  
Relationships  
**Self interest**  
Dialogue

39. Question # 2 of 20 ( Start time: 07:22:58 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**

40. Question # 3 of 20 ( Start time: 07:23:30 PM ) Total Marks: 1

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

Select correct option:

Personal  
Work  
**Instrumental**  
Terminal

41. Question # 4 of 20 ( Start time: 07:24:48 PM ) Total Marks: 1

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

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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

42. Question # 5 of 20 ( Start time: 07:25:18 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

43. Question # 6 of 20 ( Start time: 07:26:00 PM ) Total Marks: 1

Which of the following is an environmental force that shapes personality?

Select correct option:

Gender

Height

Brain size

**Experience**

44. Question # 7 of 20 ( Start time: 07:26:38 PM ) Total Marks: 1

Which of the following statement is TRUE about Type B individuals?

Select correct option:

They are extremely competitive.

They have a sense of urgency, impatient and hostile.

They are fast workers and prefer quantity over quality

**They are more relax and easy going.**

45. Question # 9 of 20 ( Start time: 07:27:48 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

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### Distinctiveness

46. Question # 10 of 20 ( Start time: 07:28:15 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 # 12 of 20 ( Start time: 07:29:18 PM ) Total Marks: 1

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

Select correct option:

Influence

Potential

Dependency

### Actualization

48. Question # 13 of 20 ( Start time: 07:30:14 PM ) Total Marks: 1

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

49. Question # 14 of 20 ( Start time: 07:30:42 PM ) 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

Pressure

50. Question # 15 of 20 ( Start time: 07:31:57 PM ) Total Marks: 1

When your superior offers you a pay raise if you will perform additional work beyond the requirements of

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your job, he/she is exercising which of the following power?

Select correct option:

Referent

Coercive

**Reward**

Personal

51. Question # 16 of 20 ( Start time: 07:33:11 PM ) Total Marks: 1

Manager praised Mr. Waqar for best performance and announced bonus of Rs.8000 for him. This is an example of which method of shaping behavior?

Select correct option:

Negative Reinforcement

**Positive Reinforcement**

Punishment

Extinction

52. Question # 17 of 20 ( Start time: 07:34:00 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

Leader-member exchange

53. Question # 19 of 20 ( Start time: 07:34:50 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

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**

54. Question # 20 of 20 ( Start time: 07:35:20 PM ) 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

55. 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

56. Studies indicate that which of the following tends to decrease with increased tenure?

Select correct option:

Job satisfaction

Productivity

**Absenteeism**

Raises and promotion

57. 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**

58. 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

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59. 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

60. The person with which of the following power has the ability to impose punishment or aversive consequences on another person?

Select correct option:

Reward power

**Referent power**

Coercive power

Expert power

61. 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**

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

Select correct option:

Salary

Bonuses

Working conditions

**Responsibility**

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

Select correct option:

Transmitting

Decoding

**Encoding**

Understanding

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64. Management functions of planning, organizing, leading and controlling were first classified by:  
Select correct option:

Henry Mintzeberg

**Henri Fayol**

Marry Parker

Stephen Covey

65. Manager praised Mr. Waqar for best performance and announced bonus of Rs.8000 for him. This is an example of which method of shaping behavior?

Select correct option:

Negative Reinforcement

Positive Reinforcement

**Punishment**

Extinction

66. 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

67. Explaining, measuring and changing behavior of humans or animals are concerned with:

Select correct option:

Operational analysts

Scientists

**Psychologists**

Sociologists

68. 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

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

Select correct option:

Anger

Fear

**Hate**

Sadness

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