

**TELANGANA UNIVERSITY**  
**S.S.R. DEGREE COLLEGE, NIZAMABAD (C.C:5029)**  
**II SEMESTER INTERNAL ASSESSMENT I EXAMINATIONS**  
**ORGANIZATIONAL BEHAVIOUR QUESTION BANK**

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I. Multiple choice questions.

1. Organizational behaviour is a field of study backed by a body of associated with growing concern for people at workplace [d]  
(a) Theory (b) Research (c) Application (d) All of the above
2. Organizational behaviour is [c]  
(a) A science (b) An art  
(c) A science as well as an art (d) None of the above
3. The study of organization behaviour has certain basic assumptions. They are [d]  
(a) An industrial enterprise is an organization of people  
(b) These people must be motivated to work effectively  
(c) The goals of the employee and the employer may not necessarily coincide  
(d) All of the above
4. Which of the following frameworks is used in the development of the overall model of OB? [d]  
(a) The cognitive frame work (b) The behaviouristic framework  
(c) The social learning frame work (d) All of the above
5. Which of the following is not correct for the organizational behavior? [b]  
(a) Organizational behavior is an integral part of management  
(b) Organizational behavior is a disciplinary approach  
(c) Organizational behavior helps in analysis of behavior  
(d) Organizational behavior is goal-oriented
6. OB is the study of \_\_\_\_\_ in the organization. [c]  
(a) Human (b) Employer (c) Human Behaviour (d) Employees
7. Now a days a lot of stress is being put on the \_\_\_\_\_ of the employee in the organization [c]  
(a) Character (b) Improvement (c) Behaviour (d) Rewards
8. OB focuses of 3 Levels [d]  
(a) Individuals, Organization, Society (b) Society, Organization, Nation  
(c) Employee, Employer, Management (d) Individual, Groups, Organization
9. High rate of \_\_\_\_\_ increase cost and tend to place less experienced employee in job [c]  
(a) Training (b) Absenteeism (c) Employee Turnover (d) Strikes
10. The 3 Theoretical Frame work of OB are [b]  
(a) Cognitive, Social and Technical (b) Cognitive, Behaviouristic Social  
(c) Leadership, attribution, Motivation (d) Attribution, Perception and motivation  
(b) Society, Organization, Nation
11. \_\_\_\_\_ is the name given to a philosophy and set of methods and techniques that stressed the scientific study and organization of work at the operational level. [a]  
(a) Scientific Management (b) Human Relations Model  
(c) Two factor theory (d) Achievement motivation theory
12. Which of the following is a content theory? [b]  
(a) Expectancy theory (b) ERG Theory (c) Equity theory (d) None of the above
13. Who propounded the Need's Theory? [c]  
(a) Frederick Herzberg (b) Alderfer (c) Abraham Harold Maslow (d) None of the above
14. The two factor theory is based on which factors? [a]  
(a) Hygiene and behavioral (b) Safety and self-esteem  
(c) Self-actualization and status quotient (d) None of the above
15. What does "E", "R" and "G" stand for in the ERG theory? [c]  
(a) Export, Risk and Guarantee (b) Exponential, Reliability and Growth  
(c) Existence, Relatedness and Growth (d) None of the above

16. Which of the following is a need that motivates human behavior as per the achievement motivation theory? [d]  
 (a) Power (b) Affiliation (c) Achievement (d) All of the above
17. Which of the following is a process theory? [b]  
 (a) Achievement Motivation theory (b) Performance satisfaction model  
 (c) ERG theory (d) Two factor theory
18. What are the alternate names used for the expectancy model? [d]  
 (a) Instrumentality theory (b) Path goal theory  
 (c) Valence instrumentality expectancy theory (d) All of the above
19. Which of the following option, is an important term used in the theory? [a]  
 (a) Inputs (b) Promotion (c) Working condition (d) Responsibility
20. \_\_\_\_\_ and \_\_\_\_\_ came out with a comprehensive theory of motivation called the performance – satisfaction model. [c]  
 (a) Festinger and Heider (b) Jacques and Patchen  
 (c) Porter and Lawler (d) Weick and Adams

## II. Fill in the blanks

- Organizational behaviour is to understand, predicting and controlling human behaviour at work".
- The people in an organization are of different characters, personality, skills, qualities, interests, background, beliefs, values and intelligence.
- Perception is a complex cognitive process and differs from person to person.
- Perceptual selectivity refers to the tendency to select certain objects from the environment for gaining attention such that these objects are consistent with our existing beliefs, values and needs
- Figure-Ground principle is generally considered to be the most basic form of perceptual organization.
- Constancy constancy is one of the more sophisticated forms of perceptual organization.
- Values can be defined as broad preferences concerning appropriate courses of action or outcomes.
- Instrumental values' relate to means for achieving desired ends, e.g., ambition, courage, honesty and imagination.
- Attitudes are likes and dislikes.
- The term personality has been derived from Latin word 'personare', which means to Speak through
- Personality is the characteristics behaviour of an individual.
- Learning is the process by which a person constructs knowledge, skills and capabilities.
- Learning is not likely to occur in the absence of Attention
- Motivation is the willingness to expend energy to achieve goals and rewards.
- Motivation is an important factor in determining the efficiency of an organization.
- ERG theory has been presented by Alderfer
- Leaderships is the process of influencing the behaviour of others to work willingly and enthusiastically for achieving predetermined goals.
- Leadership depends on the ability of a particular individual.
- Fred Fiedler was the first to develop the contingency model for leadership.
- Leadership is the ability to stimulate, motivate and provide support to the individuals for achieving Organizational objectives

## Short Answer Questions.

- Organizational behavior means?  
A: The study of the behavior of individual and groups in organization.
- O.B stands for?  
A: Organizational behavior.
- Cognitive dissonance theory developed year?  
A: 1957
- Tell me anyone concept of motivation?  
A: Success

5. Motivation theory developed year?

A: 1943

6. Masslow explained theory?

A: Hierarchy theory

7. Theory x and y explained person?

A: MC Gregor's

8. Theories of leadership anyone?

A: Behaviourial Theory

9. Motivation word is derived from?

A: Motive

10. Leader means?

A: Guru or Guider