

**SSR DEGREE COLLEGE (AUTONOMOUS)**  
**DEPARTMENT OF MANAGEMENT**  
**ORGANIZATIONAL BEHAVIOUR**  
**II- SEM, INTERNAL-I EXAMINATIONS**  
**QUESTION BANK**

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**UNIT –I : FOUNDATIONS OF ORGANIZATIONAL BEHAVIOUR**

I. Multiple choice questions

1. \_\_\_\_\_ refers to the application of theories and controlling the behaviours of people working in the organization. ( B )  
( A ) organizational culture ( B ) Organizational Behaviour ( C ) Organizational conflict ( D ) Leadership
2. The Main Factors that influencing organizational behaviour are \_\_\_\_\_ ( C )  
( A ) Internal Factors ( B ) External Factors ( C ) Both a (Or) b ( D ) none of the above
3. \_\_\_\_\_ is defined as “a process by which individual organize and interpret their memory impression in order to give meaning to their environment”. ( A )  
( A ) Perception ( B ) Personality ( C ) Learning ( D ) None of the above
4. One of the element of perception is, ( C )  
( A ) Person ( B ) Organisation ( C ) Perceiver ( D ) people
5. Which one of the below are not the part of attribution theory? ( B )  
( A ) Distinctiveness ( B ) Co-ordinative ( C ) Consensus ( D ) Consistency
6. The stage which states the infant’s social contact with outside world is \_\_\_\_\_ ( A )  
( A ) oral stage ( B ) Phallic stage ( C ) Genital stage ( D ) Latency stage
7. The personality trait which include extroversion in it is \_\_\_\_\_ ( B )  
( A ) task related personality traits ( B ) General personality traits ( C ) both a (or) b ( D ) none
8. Emotional stability include ( D )  
( A ) calm ( B ) Enthusiasm ( C ) secure ( D ) all the above
9. Learning include the aspects such as ( D )  
( A ) Insights ( B ) Realizations ( C ) Facts ( D ) all the above
10. In social learning theory retention include, ( C )  
( A ) Training ( B ) Accuracy ( C ) Coding ( D ) Reinforcement

II. FILL IN THE BLANKS

1. \_\_\_\_\_ stands for OB.
2. Knowing human behaviour aids in improving organizational \_\_\_\_\_
3. \_\_\_\_\_ Factors play a key role in successful functioning of organizations.
4. \_\_\_\_\_ helps in understanding the organizational behaviour like learning, motivation etc.
5. \_\_\_\_\_ refers to a circumstances under which perception is carried out.
6. The way in which people explain their own behaviour or other individual is called \_\_\_\_\_
7. \_\_\_\_\_ is the first stage in personality development.
8. Psychoanalytical theory of personality is given by \_\_\_\_\_

9. The permanent change in human capabilities which is not an outcome of growth process is known as \_\_\_\_\_
10. \_\_\_\_\_ is a training process that is conducted with an aim to teach knowledge, skill and ability(KSA's).

ANSWERS :

1. Organizational behaviour
2. Effectiveness
3. Economical
4. Perception
5. Situation
6. Attribution
7. Oral stage
8. Sigmund fred
9. Learning
10. Reinforcement Theory.

## UNIT –II : INDIVIDUAL BEHAVIOUR

- I. Multiple choice questions
1. According to Robert Dubin, “\_\_\_\_\_ is the complex of forces standing and keeping a person at work in an organization”.( B )  
( A ) Inspiration ( B ) Motivation ( C ) Fear ( D ) Leadership
2. \_\_\_\_\_ motivation is available only after the completion of job. ( A )  
( A ) Extrinsic ( B ) Intrinsic ( C ) Financial ( D ) Non-financial
3. \_\_\_\_\_ needs have the highest strength until they are reasonably satisfied.  
( A )  
( A ) Physiological ( B ) Safety ( C ) Social ( D ) Esteem
4. \_\_\_\_\_ describes the positive behaviour of people. ( C )  
( A ) Theory-W ( B ) Theory-X ( C ) Theory-Y ( D ) Theory-Z
5. \_\_\_\_\_ means the strength of an individual's preference to a particular outcome.  
( D )  
( A ) Power ( B ) Instrumentality ( C ) Expentancy ( D ) Valence
6. \_\_\_\_\_ is defined as a relatively enduring quality of an individual. ( D )  
( A ) Skill ( B ) Nature ( C ) Character ( D ) Trait
7. In \_\_\_\_\_ leadership style, the right to make decisions rests with the group members.  
( C )  
( A ) Consultative ( B ) Free-Rein style ( C ) Democratic ( D ) Consensus
8. \_\_\_\_\_ structure describes task oriented leaders. ( A )  
( A ) Initiating ( B ) Considering ( C ) Exclusive ( D ) Inclusive
9. In \_\_\_\_\_ leadership style, the leader focuses on technical and production aspects of a job.  
( C )  
( A ) Organization-centered ( B ) Production-centered ( C ) Job centered ( D ) Employee centered
10. \_\_\_\_\_ relies mainly on the degree to which an individual has concern for production and people. ( A )  
( A ) Leadership grid style ( B ) Authoritarian leadership ( C ) Participative leadership ( D ) Free rein style of leadership.

II. FILL IN THE BLANKS

1. \_\_\_\_\_ motivation is based on reward.
2. \_\_\_\_\_ and \_\_\_\_\_ are the factors in the two factor theory of motivation.
3. Theory \_\_\_\_\_ states that people do not have goals and objectives.
4. ERG stands for \_\_\_\_\_
5. \_\_\_\_\_ is the probability that a particular action will lead to the outcome.
6. According to Koontz and O'Doneell." \_\_\_\_\_ is defined as influence, the art or process of influencing people so that they will strive willingly towards the achievement of group goals".
7. \_\_\_\_\_ are the natural or inborn personal characteristics of any person.
8. In \_\_\_\_\_ leadership style, leaders allows the group members to take part in decision-making.
9. s \_\_\_\_\_ is the concern which a leaders has towards his sub-ordinates.
10. \_\_\_\_\_ grid was refined and renamed by Blake and Mouton in 1964 as "Leadership Grid".

ANSWERS :

1. Positive
2. Hygiene, Motivational
3. X
4. Existence, Relatedness and Growth needs
5. Expectancy
6. Leadership
7. Traits
8. Participative
9. Consideration
10. Managerial