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## MGMT623 MCQs from Online Quiz Covering (Lec 1-30) solved Shared by Tariq Mehmood

### MGMT-623 (Leadership & Team Management) Quizzes from Lec-1 To 30

1. \_\_\_\_\_ is the ability to influence others that stems from the leader's desirable traits and characteristics.

**A. Referent power**

B. Expert power

C. Coercive power

D. Legitimate power2. \_\_\_\_\_ is the ability to inspire confidence and support among the people who are

needed to achieve organizational goals.

A. Stewardship

B. Management

**C. Leadership**

D. Motivation

3. Entertaining clients, being available to outsiders as an organizational representative, and escorting official visitors are all behaviors that fit the \_\_\_\_\_ role of a manager.

A. spokesperson

B. negotiator

**C. figurehead**

D. coach and mentor

4. When an individual maintains composure when dealing with a crisis we can conclude that he or she is \_\_\_\_\_.

**A. self-confident**

B. trustworthy

C. emotionally stable

D. assertive

5. Two employees cannot agree to compromise. Their manager intervenes. The manager is filling the role of

A. spokesperson.

B. liaison.

**C. disturbance handler.**

D. disseminator.

6. Managers today must consider each of the following **except**

A. diversity.

**B. stagnation.**

C. changes in technology.

D. changes in organization flexibility.

7. Which of the following is not an assumption of Theory X?

A. People do not like to work.

B. Managers have to control and coerce employees.

**C. People are ambitious.**

D. People prefer to avoid responsibility.

8. Leadership is a function of:

A. Manager, leader and follower

B. Manager, leader and situation

C. Manager, Follower and situation

**D. Leader, Follower and situation**

9. The administrative assistant for the president of Lever Brothers of Pakistan has held that job for thirty-five years. When the staff needs to accomplish a task, they often get her advice. She has which power?

**A. Expert**

B. Reward

C. Legitimate

D. Coercive

10. MR. Zeshan, Manager Bata Pakistan is primarily concerned with efficiency and performance of his subordinates. According to the Michigan studies he exhibits which leader behavior?

**A. Job-centered**

B. Employee-centered

C. Initiating-structure

D. Consideration

Q#1. Managing resistance to change that is \_\_\_\_\_ is extremely challenging.

a. passive

b. resolute

**c. deferred**

d. explicit

Q#2. All of the following are sources of organizational resistance to change

except:

a. structural inertia

**b. security**

c. limited focus of change

d. threat to established power relationships

Q#3. Conflict is functional if it \_\_\_\_\_.

a. is accepted by all members of a group

b. is satisfying to the individual members of the group

c. causes group members to argue

**d. none of the above**

Q#4 Which is not a weakness of group decision making?

a. It is time consuming.

**b. There is less originality.**

c. It suffers from ambiguous responsibility.

d. It can be dominated by one or a few members.

Q#5. What is brainstorming?

a. a technique used to build group cohesiveness

b. a technique that tends to restrict independent thinking

**c. a process for generating ideas**

d. a process used mainly when group members cannot agree on a

Q#6. When employees are required to follow their job description or to comply

with company policies, communication is performing a(n) \_\_\_\_\_ function.

**a. control**

b. motivation

c. emotional expression

d. information

Q#7. The product of a sender's encoding is the \_\_\_\_\_.

a. channel

**b. message**

c. transmission

d. medium

Q#8. Which of the following is not true?

a. Theory Y aligns with the participative management style.

b. Employee involvement programs provide intrinsic motivation.

c. Theory X aligns with the autocratic management style.

**d. Employee involvement is incompatible with ERG theory.**

Q#9. Two managers are talking about how they get the best out of their employees:

Ali: "I tell my employees that times are tough and there is no way of telling when

the guys in head office might try to downsize. Let me tell you, a bit of fear keeps

them focused on the task at hand."

Shahid "I tell them that head office is making them more responsible for deciding

how to do their work. The increased sense of ownership they have makes productivity go way up"

How would these managers be best characterized by Douglas Macgregor?

- a. Both hold Theory X assumptions
- b. Both hold Theory Y assumptions
- c. Shahid holds Theory X assumptions, Ali holds Theory Y assumptions

**d. Ali holds Theory X assumptions, Shahid holds Theory Y assumptions**

Q#10. Which of the following is not an example of upward communication?

a. performance reports prepared by lower management for top management review

**b. informing employees of policies**

- c. suggestion boxes
- d. grievance procedures

Q#1. Which of the following statements about personality is correct?

- a. Personality is always stable.
- b. Personality is a part of a person.

**c. Personality is an aggregate whole.**

d. Personality is for the most part comprised of traits that cannot be measured.

Q#2 You wish to hire a person who is innovative, individualistic, versatile, and entrepreneurial. Candidates for this position would ideally have what classification on the Myers-Briggs Type Indicator?

- a. INTJs
- b. ESTJs

**c. ENTPs**

d. ISFPs

Q#3 Motivation is best defined as a process that \_\_\_\_\_.

- a. results in a level of effort
- b. intensifies an individual's efforts

**c. accounts for an individual's efforts toward attaining a goal**

- d. meets an individual's needs

Q#4 What are the three key elements of motivation?

- a. reactance, congruence and circumstance
- b. interest, activity and reward
- c. awareness, effort and outcome

**d. intensity, direction and persistence**

Q#5 Maslow's hierarchy has five levels of needs. Which of the following is not one of those levels?

- a. safety needs
- b. social needs

**c. animal needs**

- d. self-actualization needs

Q#6. Hunger, thirst, sex, pay, and physical work environment are examples of

which of Alderfer's needs?

**a. existence**

- b. safety
- c. growth
- d. physiological

Q#7 How would a Theory X manager view employees?

- a. seeking responsibility

**b. needing to be coerced to achieve goals**

- c. viewing work as a normal daily activity
- d. exercising self control

Q#8 What other name is the two-factor theory known by?

- a. Theories X and Y

**b. Motivator-Hygiene Theory**

- c. Hierarchy of Needs Theory
- d. Satisfaction/Dissatisfaction Theory

Q#9 What continuum in the two-factor theory is made up of the hygiene

factors?

**a. no dissatisfaction to dissatisfaction.**

b. no dissatisfaction to satisfaction.

c. satisfaction to no satisfaction.

d. satisfaction to dissatisfaction.

Q#10 McClelland's theory of needs concentrates on which three needs?

a. achievement, realization and acceptance

**b. achievement, power and affiliation**

c. power, acceptance and confirmation

d. affiliation, control and realization

1. Which of the following is an accurate statement about transformational leaders?

A. They clarify task requirements.

B. They focus on tasks and pay little attention to followers.

C. They are poor motivators.

**D. They exhibit more than just charisma.**

2. A leader, such as Bill Gates of Microsoft, who can inspire followers above their own self-interests and can have a profound effect on their performance, are known as \_\_\_\_\_.

A. Transactional leaders

B. Directive leaders

C. Informational leaders

**D. Transformational leaders**

3. Fiedler's least-preferred coworker questionnaire seeks to measure what leadership factor?

A. Subordinate needs

**B. Leader's style**

C. Situation

D. Subordinate coworker influence

4. According to the Ohio State studies, which of the following dimensions of leader behavior refers to the extent to which a leader is likely to define and structure his or her role and the roles of group members in the search for goal attainment?

A. Intelligence structure

B. Psychological structure

**C. Initiating structure**

D. Consideration structure

5. Research on managerial activities found that managers typically spend the most time:

A. In their office

B. With subordinates

C. Reading and writing reports, memos, and correspondence

**D. In informal meetings**

6. What is the most common element in definitions of leadership?

A. leadership is an authority relationship

B. leadership is the ability to make good decisions

C. leadership is an attribution made by followers

**D. leadership is an influence process**

7. Participative leadership is best viewed as a combination of which two approaches for studying leadership?

A. Trait and behavior

B. Power-influence and trait

**C. Behavior and power-influence**

D. Trait and situational

8. Recent leadership theories such as charismatic and transformational leadership:

A. Emphasize rational processes more than rational processes

**B. Emphasize emotional processes more than rational processes**

C. Describe emotional and rational processes as equally important

D. De-emphasized both rational and emotional processes

9. Most leadership theories emphasize:

**A. Leader characteristics**

B. Follower characteristics

C. Both leader and follower characteristics

D. Characteristics of the leadership situation

10. Research by Fiedler uncovered three contingency dimensions that define the key \_\_\_\_\_.

**A. Situational factors for determining leader effectiveness**

B. Follower factors for determining leader effectiveness

C. Leader behavioral style factors for determining leader effectiveness

E. Situational factors for determining follower effectiveness.

11. Which of the following statements regarding leadership is true?

A. All leaders are managers.

B. Formal rights enable managers to lead effectively.

C. All managers are leaders.

**D. Non-sanctioned leadership is as important as or more important than formal influence.**

12. If trait theories of leadership are valid, then leaders are \_\_\_\_.

A. Trained

**B. Born**

C. Authoritarian

D. Educated

13. If behavioral leadership theories are correct, then \_\_\_\_.

A. leadership behaviors are consistent

B. leaders are born with leadership behaviors

C. leaders' behavior should be altered

**D. leadership skills can be trained**

14. According to the Managerial Grid, managers perform best using which of the following styles?

**A. 9,9**

B. consideration

C. contingency

D. development-oriented

15. Behavioral theories fail to consider which of the following elements affecting leadership?

A. Traits

**B. Situational factors**

C. Employee satisfaction

D. Employee turnover

16. Which of the following proposed a contingency theory?

**A. Fiedler**

B. Surber

C. Grey

D. Deickman

17. According to Mintzberg, which type of role is likely to get the highest priority?

A. Entrepreneur



B. Spokesperson

**C. Disturbance handler**

D. Negotiator

18. In a crisis situation, effective leaders are likely to:

A. Consult with subordinates

B. Reduce their exposure

C. Act more considerate

**D. Act more decisive**

19. What is the primary management function in the initial stage of the organizational life cycle?

A. Coordinating work activities

**B. Obtaining resources**

C. Increasing member motivation

D. Improving efficiency

20. Which of the following is not an example of Initiating Structure as defined in the Ohio State studies?

A. Letting subordinates know what is expected of them

B. Criticizing poor work

**C. Consulting with subordinates before making changes**

D. Coordinating the activities of subordinates

Q#1 What sort of groups are defined by the organization's structure?

a. informal

b. task

c. friendship

**d. formal**

Q#2 Hamiz, Ali and Ahsan work in different departments, but often eat lunch together. They are an example of what type of group?

a. formal

**b. informal**

c. command

d. task

Q#3 Which of the following statements most accurately describes interest groups?

a. They are longer lasting than friendship groups.

b. They develop because individual members have one or more common characteristics.

**c. They are formed because of some common objective.**

d. They are governed by labor laws.

Q#4 Research indicates that poor \_\_\_\_\_ is probably the most frequently cited source of

interpersonal conflict.

- a. motivation
- b. leadership
- c. training

**d. communication**

Q#5 Clarification to employees about how well they are doing, and what can be done to improve performance, are examples of which function of communication?

- a. information
- b. control

**c. motivation**

- d. emotional expression

Q#6 The communication used by managers to provide job instructions is \_\_\_\_\_ communication.

**a. downward**

- b. lateral
- c. formal
- d. directional

Q#7 Which of the following is an example of downward communication flow?

- a. suggestion boxes
- b. envelope attitude surveys

**c. feedback on job performance**

- d. identifying with and discussing problems with the boss

Q#8. All of the following are examples of downward communication flows except \_\_\_\_\_.

- a. managers assigning goals
- b. managers informing employees of procedures
- c. managers pointing out problems that need attention

**d. employees completing attitude surveys**

Q#9 Communication messages that are passed through a big number of people will most likely suffer from which of the following?

- a. disruption

**b. distortion**

- c. lack of non-verbal cues
- d. decoding

Q#10 The \_\_\_\_\_ communication network is best illustrated by an unstructured committee.

- a. wheel

**b. all-channel**

- c. interpersonal
- d. circle

Q#11 The most effective communication network for facilitating the emergence of a leader is \_\_\_\_\_.

- a. chain
- b. all-channel
- c. wheel**
- d. direct

Q#12 An informal communication network is typically called a \_\_\_\_\_.

- a. gossip monger
- b. grapevine**
- c. chain
- d. free acting system

Q#13 Which of the following is a phenomenon in which group pressures for conformity deter the group from critically appraising unusual, minority, or unpopular views?

- a. group conformity
- b. groupshift
- c. groupthink**
- d. compromise

Q#14 According to Maslow, when does a need stop motivating?

- a. when it is substantially satisfied**
- b. it never stops motivating
- c. when one returns to a lower level need
- d. when one chooses to move to a higher level need

Q#15 What is the primary organizational factor that satisfies people's physiological needs?

- a. their relationships with co-workers
- b. recognition
- c. pay**
- d. admiration

Q#16. Desires for associations with those who are significant to us, such as family members, supervisors, and friends, are examples of Alderfer's \_\_\_\_\_ needs.

- a. existence
- b. relatedness**
- c. association
- d. esteem

Q#17 ERG's \_\_\_\_\_ needs include the intrinsic component from Maslow's esteem category and the characteristics included under self-actualization.

- a. existence
- b. relatedness
- c. growth**

d. physiological

Q#18. Which one of the following is not characteristic of ERG theory?

- a. It proposes three levels of needs: existence, relatedness, and growth.
- b. More than one level of needs may serve as motivators at the same time.
- c. It involves a frustration-regression process.

**d. The existence needs must be satisfied before the relatedness needs become important.**

e. It is an extension and improvement of Maslow's theory.

Q#19. In what way are Theory X and Theory Y managers alike?

- a. they are skeptical about their employees' ability to operate independently
- b. they have a negative view of human behavior
- c. they acknowledge that people in the workplace are mostly motivated by higher order needs

**d. their behavior follows their assumptions**

Q#20. A Theory Y manager would assume that employees would \_\_\_\_\_.

- a. dislike work
- b. need to be controlled
- c. avoid responsibility

**d. exercise self direction**

1

Which of the following is not included in the definition of conflict?

- a. Perception
- b. Disruption of tasks
- c. Something that is cared about
- d. Negative effects

2

Which of the following is not one of the views of conflict?

- a. Traditional
- b. Human relations
- c. Interactionist
- d. Functional

3

The traditional view of conflict argues that conflict \_\_\_\_\_.

- a. Helps to generate discussion
- b. Can be avoided
- c. Improves productivity
- d. Must be avoided

4

The \_\_\_\_\_ view of conflict argues that conflict arises from management failure.

- a. Human relations
- b. Interactionist
- c. Traditional
- d. Functional

5

The human relations view of conflict advocates \_\_\_\_\_ conflict.

- a. Encouraging
- b. Open communication for resolving
- c. Group therapy for resolving
- d. Acceptance of conflict

6

Which method is used to enhance the skills of the current or new employees to perform current job more efficiently?

- a. Training
- b. Development
- c. Improvement
- d. Job rotation

7

Which method is used to enhance the skills of the current or new employees to perform future jobs more efficiently?

- a. Training
- b. Development
- c. Improvement
- d. Job rotation

8

An organization that has developed the continuous capacity to adapt and change is termed a(n) \_\_\_\_\_.

- a. Continuous improvement process
- b. Innovative organization
- c. Double-loop learning organization
- d. Learning organization

9

\_\_\_\_\_ involves correcting errors using past routines and present policies.

- a. Process reengineering
- b. Single-loop learning
- c. Double-loop learning
- d. Continuous improvement process

10

Which of the following is an example of a piece-rate plan?

- a. Time and a half for overtime
- b. Rs. 15 for each unit produced
- c. Productivity bonus
- d. Commission

11

Much of the compensation of Ali traders is in the form of stock options. The amount of options distributed is based on the company's net profits. What sort of compensation plan is this?

- a. Profit-sharing
- b. Gainsharing
- c. Merit based
- d. Esop

12

What is the term used for a pay plan where pay levels are based on how many skills employees have or how many jobs they can do?

- a. A variable pay plan
- b. Flexible pay
- c. Competency-based pay
- d. Gainsharing

13

Skill-based pay plans are not consistent with which of the following theories?.

- a. ERG theory
- b. The achievement need
- c. Reinforcement theory
- d. Two-factor theory

14

Paying people to expand their skill levels is consistent with which need?

- a. Affiliation
- b. Achievement
- c. Social
- d. Security

15

Why are flexible benefit plans consistent with expectancy theory's thesis?

- a. They allow organizations to minimize costs associated with benefits
- b. They provides a suite of tangible rewards that can be offered as motivation
- c. Organizational rewards should be linked to each individual employee's goals

d. They make employment at firms providing such programs more attractive

16

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

- a. Local
- b. Interactive
- c. Virtual
- d. Global

17

Which is not one of the primary factors that differentiate virtual teams from face-to-face teams?

- a. The absence of nonverbal cues
- b. Limited social context
- c. Decreased satisfaction with work processes
- d. The ability to overcome time and space constraints

18

Which of the following is not the benefit of virtual teams?

- a. Defined and agreed roles
- b. Geographically dispersed members
- c. Group interaction and cohesion
- d. Effective lines of communication

19

Which of the following is NOT a role in team meetings?

- a. Primary facilitator
- b. Minute taker
- c. Time keeper
- d. Disturbance handler

20

Sending the minutes of the meeting is part of \_\_\_\_\_

- a. Plan
- b. Conduct
- c. Close
- d. Follow

## **MGMT623 LEADERSHIP & TEAM MANAGEMENT QUIZ**

AKHLAQ Quiz,

Question # 1 of 15 ( Start time: 10:12:20 PM )

Total M - 1

The base of economy has moved from :

Select correct option:

**Manufacturing to services**

Services to manufacturing

Manufacturing to productivity

Productivity to manufacturing

Question # 2 of 15 ( Start time: 10:13:31 PM )

Total M - 1

According to Blake and Mouton, a leader having a 9,1 style fall in which category of leader?

Select correct option:

Visionary

Laissez-faire

**Authority**

Effusive

Question # 3 of 15 ( Start time: 10:15:05 PM )

Total M - 1

Leaders always depend on their \_\_\_\_\_.

Select correct option:

Children

Friends

Relatives

**Followers**

Question # 4 of 15 ( Start time: 10:15:37 PM )

Total M - 1

Which of the following are the responsibilities of exemplary followers?

Select correct option:



Challenge the leader

Encourage the leader

Defend the leader

**All of given options**

**Question # 5 of 15 ( Start time: 10:17:05 PM )**

Total M - 1

Which dimension of the Big Five model refers to an individual's propensity to defer to others?

**Select correct option:**

Conscientiousness

**Agreeableness**

Extraversion

Feeling

**Question # 6 of 15 ( Start time: 10:18:36 PM )**

Total M - 1

Interpersonal roles include which of the following three roles?

**Select correct option:**

Disseminating, figurehead and liaison

**Figurehead, leader and liaison**

Disturbance handler, monitor and entrepreneur

Monitor, resource allocator and negotiator

**Question # 7 of 15 ( Start time: 10:19:44 PM )**

Total M - 1

Which of the following best knows "how work is done"?

**Select correct option:**

Leader

Instructor

Mentor

### Manager

Question # 8 of 15 ( Start time: 10:21:00 PM )

Total M - 1

What is the most important asset of an organization?

Select correct option:

### People

Money

Building

Machinery

Question # 9 of 15 ( Start time: 10:21:48 PM )

Total M - 1

Which of the following statements about personality is correct?

Select correct option:

Personality is always stable

Personality is a part of a person

**Personality is an aggregate whole**

Personality is for the most part comprised of traits that cannot be measured

Question # 10 of 15 ( Start time: 10:23:21 PM )

Total M - 1

Which of the following are the traits of charismatic leader?

Select correct option:

Self confidence

A vision

The image of a change agent

**All of the given options**

**Question # 11 of 15 ( Start time: 10:24:44 PM )**

Total M - 1

Which of the following terms describes basic convictions that “a specific mode of conduct or end state of existence is personally or socially preferable to an opposite mode of conduct.”

**Select correct option:**

**Values**

Attitudes

Convictions

Preferences

**Question # 12 of 15 ( Start time: 10:26:13 PM )**

Total M - 1

Which of the following is Not a category of followers with reference to leadership?

**Select correct option:**

Pragmatic followers

**Alienated followers**

Conventional followers

Proactive followers

**Question # 13 of 15 ( Start time: 10:27:43 PM )**

Total M - 1

Which is the primary management function in the initial stage of the organizational life cycle?

**Select correct option:**

Coordinating work activities

**Obtaining resources**

Increasing member motivation

Improving efficiency

**Question # 14 of 15 ( Start time: 10:29:08 PM )**

Total M - 1

Which of the following is the best definition of attitude?

**Select correct option:**

Attitudes indicate how one will react to a given event

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

**Attitudes are evaluative statements of what one believes about something or someone**

Question # 15 of 15 ( Start time: 10:30:37 PM )

Total M - 1

How would someone who is described as an ESTJ on the Myers-Briggs Type Indicator best be described?

**Select correct option:**

As a visionary

As a conceptualizer

As an innovator

**As an organizer**

.....

Tariq Mehmood Solution.

Which of the following is the best definition of attitude?

**Select correct option:**

Attitudes indicate how one will react to a given event

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

**Attitudes are evaluative statements of what one believes about something or someone**

Which of the following is NOT the quality of a leader?

**Select correct option:**

Vision

Ability

Enthusiasm

**Gender**

Which is the primary management function in the initial stage of the organizational life cycle?

**Select correct option:**

Coordinating work activities

**Obtaining resources**

Increasing member motivation

Improving efficiency

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MC090206044 : Tariq Mahmood

Time Left **86**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 4 of 15 ( Start time: 10:11:50 PM )**

Total M - 1

Which of the following developed the first comprehensive contingency model for leadership?

**Select correct option:**

Hersey and Blanchard

Blake and Mouton

**Fred Fiedler**

John Kotter

---

MC090206044 : Tariq Mahmood

Time Left **89**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 5 of 15 ( Start time: 10:13:09 PM )**

Total M - 1

According to University of Michigan researchers, which type of leaders is associated with higher group productivity and higher job satisfaction?

**Select correct option:**

Situational

Employee-oriented

**Production-oriented**

Initiating structure-oriented

---

MC090206044 : Tariq Mahmood

Time Left **88**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 6 of 15 ( Start time: 10:14:37 PM )**

Total M - 1

All of the following are classifications on the Myers-Briggs Type Indicator except:

**Select correct option:**

Extroverted/introverted

Sensing/intuitive

Perceiving/judging

**Independent/dependent**

---

MC090206044 : Tariq Mahmood

Time Left **89**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 7 of 15 ( Start time: 10:15:22 PM )**

Total M - 1

Which of the following are the responsibilities of exemplary followers?

**Select correct option:**

Challenge the leader

Encourage the leader

Defend the leader

**All of given options**

---

MC090206044 : Tariq Mahmood

Time Left **88**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 8 of 15 ( Start time: 10:16:51 PM )**

Total M - 1

What does the Meyers-Briggs Type Indicator classification of “E or I” stand for?

**Select correct option:**

Extroverted/intuitive

Emotional/introverted

**Extroverted/introverted**

Emotional/intuitive

---

MC090206044 : Tariq Mahmood

Time Left **88**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 9 of 15 ( Start time: 10:18:21 PM )**

Total M - 1

Who fixes the blame for breakdown?

**Select correct option:**

**Manager**

Leader

Instructor

Mentor

---

MC090206044 : Tariq Mahmood

Time Left **88**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 10 of 15 ( Start time: 10:18:50 PM )**

Total M - 1

According to Blake and Mouton, a leader having a 9,1 style fall in which category of leader?

**Select correct option:**

**Visionary**

Laissez-faire

Authority

Effusive

---

MC090206044 : Tariq Mahmood

Time Left **89**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 11 of 15 ( Start time: 10:20:11 PM )**

Total M - 1

Which of the following is NOT generally true?

**Select correct option:**

Satisfied workers are productive workers

Productive workers are satisfied workers

**Satisfaction is the major determinant of a worker's Organizational Citizenship Behavior**

Satisfaction comes down to fairness of outcomes, treatments or procedures

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MC090206044 : Tariq Mahmood

Time Left **88**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 12 of 15 ( Start time: 10:21:24 PM )**

Total M - 1

How would someone who is described as an ESTJ on the Myers-Briggs Type Indicator best be described?

**Select correct option:**

As a visionary



As a conceptualizer

As an innovator

**As an organizer**

---

MC090206044 : Tariq Mahmood

Time Left **88**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 13 of 15 ( Start time: 10:22:06 PM )**

Total M - 1

Which of the following is not true of charismatic leaders?

**Select correct option:**

They have a vision and the ability to articulate the vision

They have behavior that is unconventional

They are willing to take high personal risk

**They exhibit behaviors that are consistent with their followers' behaviors**

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MC090206044 : Tariq Mahmood

Time Left **88**  
sec(s)

Quiz Start Time: 10:08 PM

**Question # 14 of 15 ( Start time: 10:23:20 PM )**

Total M - 1

\_\_\_\_\_ is known as the founder of CNN.

**Select correct option:**

Andy Grove

Sam Walton

**Ted Turner**

Phil Knight

Quiz Start Time: 10:08 PM

**Question # 15 of 15 ( Start time: 10:23:50 PM )** Total M - 1

A deliberate arrangement of people to accomplish some specific purpose is:

**Select correct option:**

A structure

A process

**An organization**

An assembly operation

Question # 1 of 15 ( Start time: 10:12:20 PM ) Total M - 1

The base of economy has moved from :

Select correct option:

**Manufacturing to services**

Services to manufacturing

Manufacturing to productivity

Productivity to manufacturing

Question # 2 of 15 ( Start time: 10:13:31 PM ) Total M - 1

According to Blake and Mouton, a leader having a 9,1 style fall in which category of leader?

Select correct option:

Visionary

Laissez-faire

**Authority**

Effusive

Question # 3 of 15 ( Start time: 10:15:05 PM ) Total M - 1

Leaders always depend on their \_\_\_\_\_.

Select correct option:

Children

Friends

Relatives

**Followers**

Question # 4 of 15 ( Start time: 10:15:37 PM ) Total M - 1

Which of the following are the responsibilities of exemplary followers?

Select correct option:

- Challenge the leader
- Encourage the leader
- Defend the leader
- All of given options**

Question # 5 of 15 ( Start time: 10:17:05 PM ) Total M - 1

Which dimension of the Big Five model refers to an individual's propensity to defer to others?

Select correct option:

- Conscientiousness
- Agreeableness**
- Extraversion
- Feeling

Question # 6 of 15 ( Start time: 10:18:36 PM ) Total M - 1

Interpersonal roles include which of the following three roles?

Select correct option:

- Disseminating, figurehead and liaison
- Figurehead, leader and liaison**
- Disturbance handler, monitor and entrepreneur
- Monitor, resource allocator and negotiator

Question # 7 of 15 ( Start time: 10:19:44 PM ) Total M - 1

Which of the following best knows "how work is done"?

Select correct option:

- Leader
- Instructor
- Mentor**
- Manager

Question # 8 of 15 ( Start time: 10:21:00 PM ) Total M - 1

What is the most important asset of an organization?

Select correct option:

- People**
- Money
- Building
- Machinery

Question # 9 of 15 ( Start time: 10:21:48 PM ) Total M - 1

Which of the following statements about personality is correct?

Select correct option:

- Personality is always stable
- Personality is a part of a person
- Personality is an aggregate whole**
- Personality is for the most part comprised of traits that cannot be measured

Question # 10 of 15 ( Start time: 10:23:21 PM ) Total M - 1

Which of the following are the traits of charismatic leader?

Select correct option:

Self confidence

A vision

The image of a change agent

**All of the given options**

Question # 11 of 15 ( Start time: 10:24:44 PM ) Total M - 1

Which of the following terms describes basic convictions that “a specific mode of conduct or end state of existence is personally or socially preferable to an opposite mode of conduct.”

Select correct option:

**Values**

Attitudes

Convictions

Preferences

Question # 12 of 15 ( Start time: 10:26:13 PM ) Total M - 1

Which of the following is Not a category of followers with reference to leadership?

Select correct option:

Pragmatic followers

**Alienated followers**

Conventional followers

Proactive followers

Question # 13 of 15 ( Start time: 10:27:43 PM ) Total M - 1

Which is the primary management function in the initial stage of the organizational life cycle?

Select correct option:

Coordinating work activities

**Obtaining resources**

Increasing member motivation

Improving efficiency

Question # 14 of 15 ( Start time: 10:29:08 PM ) Total M - 1

Which of the following is the best definition of attitude?

Select correct option:

Attitudes indicate how one will react to a given event

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

**Attitudes are evaluative statements of what one believes about something or someone**

Question # 15 of 15 ( Start time: 10:30:37 PM ) Total M - 1

How would someone who is described as an ESTJ on the Myers-Briggs Type Indicator best be described?

Select correct option:

As a visionary

As a conceptualizer

As an innovator

**As an organizer**

**MIDTERM EXAMINATION**

Spring 2010

MGMT623- Leadership & Team Management - MGMT623 (alt. code=HRM623) (Session - 6)

Time: 60 min

M - 44

Question No: 1 ( M - 1 ) :

L

Leadership is best defined as \_\_\_\_\_.

- ▶ [The ability to influence a group in goal achievement](#)
- ▶ Keeping order and consistency in the midst of change
- ▶ Implementing the vision and strategy provided by management
- ▶ Coordinating and staffing the organization and handling day-to-day problems

Question No: 2 ( M - 1 ) :

Which management roles include entrepreneur, disturbance handler, resource allocator and negotiator?

- ▶ Interpersonal
- ▶ Informational
- ▶ [Decisional](#)
- ▶ None of the given options

Question No: 3 ( M - 1 ) :

I

Information roles include which of the following three roles?

- ▶ Disseminating, figurehead and liaison
- ▶ Monitor, resource allocator and negotiator
- ▶ Disturbance handler, monitor and entrepreneur
- ▶ [Monitor, disseminator and spokesperson](#)

Question No: 4 ( M - 1 ) :

Decisional roles include which of the following three roles?

- ▶ [Entrepreneur, disturbance handler and resource allocator](#)
- ▶ Disseminating, figurehead and liaison
- ▶ Monitor resource allocator and negotiator

- ▶ Disturbance handler, monitor and entrepreneur

**Question No: 5 ( M - 1 ) .**

Which of the following is **Not** true about decision processes in organizations?

- ▶ Major decisions are made in an orderly, rational manner
- ▶ Decision processes are prolonged for important decisions
- ▶ Decision processes are to some extent political
- ▶ Major decisions may result from a series of small, incremental choices

**Question No: 6 ( M - 1 ) .**

situation in which one can influence on the group member or in the organization is called:

A

- ▶ Exposure
- ▶ Experience
- ▶ Position
- ▶ Action

**Question No: 7 ( M - 1 ) .**

Someone subscribing to theory X would agree with which of the following statements?

S

- ▶ Individuals are dominated by Maslow's lower level needs
- ▶ Individuals are dominated by Maslow's higher level needs
- ▶ Individuals are not clearly dominated by any particular level of Maslow's hierarchy of needs
- ▶ Individuals are in reality independent of Maslow's hierarchy of needs

**Question No: 8 ( M - 1 ) .**

The quality of a leader to foresee an organization's position is called:

T

- ▶ Mission
- ▶ Vision
- ▶ Goal
- ▶ Objective

**Question No: 9 ( M - 1 ) .**

T

o achieve goals, leaders need which of the following factors?

- ▶ Stamina
- ▶ Energy
- ▶ Health
- ▶ [All of the given options](#)

**Question No: 10 ( M - 1 )** .

T

he degree to which job assignments are procedurized is classified in the Fiedler model as \_\_\_\_\_.

- ▶ Leader-member relations
- ▶ Initiating structure
- ▶ Task orientation
- ▶ [Task structure](#)

**Question No: 11 ( M - 1 )** .

A

ccording to which of the following leadership styles the main role of the leader is to facilitate and communicate?

- ▶ Telling
- ▶ Selling
- ▶ Participating
- ▶ [Delegating](#)

**Question No: 12 ( M - 1 )** .

Which of the following can be the best description of high LPC leader?

- ▶ [Very critical of coworkers with whom it is difficult to work](#)
- ▶ Very participative when making decisions about the work
- ▶ Less likely to be effective as a leader in most situations
- ▶ Has a primary motivation to maintain cooperative relationships

**Question No: 13 ( M - 1 )** .

Which type of leadership focus on rewards in exchange for motivation, productivity effective task accomplishment?

- ▶ [Transactional leadership](#)
- ▶ Transformational leadership
- ▶ Charismatic leadership
- ▶ Visionary leadership

**Question No: 14 ( M - 1 ) :**

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

- ▶ Genetic inheritance
- ▶ Gender
- ▶ Height
- ▶ [Experience](#)

**Question No: 15 ( M - 1 ) :**

he belief that “violence is wrong” is an evaluative statement. Such an opinion falls in which component of an attitude. T

- ▶ Cognitive
- ▶ Effective
- ▶ Reflective
- ▶ [Behavioral](#)

**Question No: 16 ( M - 1 ) :**

Which of the following statements would have been most likely made by an employee with a high degree of job involvement?

- ▶ [“My skills make me exceptionally valuable to the company.”](#)
- ▶ “I’m a harder worker than most of my colleagues, even to the degree I am carrying some of the lazier ones.”
- ▶ “It felt great to get promoted; I guess the guys upstairs really did appreciate the way I had been running things.”
- ▶ “I love my job, it is engaging, well-paid, and low pressure enough that I don’t have to be always worrying about it in my time off.”

**Question No: 17 ( M - 1 ) :**

Which of the following is true regarding the relationship between satisfaction and absenteeism?



- ▶ There is a consistent positive relationship between the two
- ▶ [There is a consistent negative relationship between the two](#)
- ▶ There is a curvilinear relationship between the two
- ▶ When fairness is controlled for, there is a direct relationship between the two

Question No: 18 ( M - 1 ) :

T

Two people see the same thing at the same time yet interpret it differently. Where do the factors that operate to shape their dissimilar perceptions reside?

- ▶ [The perceivers](#)
- ▶ The target
- ▶ The timing
- ▶ The context

Question No: 19 ( M - 1 ) :

A

Which of the following are classifications on the Myers-Briggs Type Indicator except:

- ▶ Perceiving/judging
- ▶ **Independent/dependent**
- ▶ Extroverted/introverted
- ▶ Sensing/intuitive

Question No: 20 ( M - 1 ) :

A

According to Sheila Murray, which of the following is **Not** true?

- ▶ Leaders have a mission
- ▶ Leaders are big thinkers
- ▶ [Leaders avoid risk](#)
- ▶ Leaders use power wisely

Question No: 21 ( M - 1 ) :

Which of the following is the power to give positive benefit or rewards?

- ▶ [Reward Power](#)
- ▶ Coercive power
- ▶ Expert power
- ▶ Referent power

**Question No: 22 ( M - 1 ) :**

Which employee trait is **Least** likely to facilitate effective empowerment?

- ▶ High need for achievement
- ▶ External locus of control orientation
- ▶ High self acceptance
- ▶ Relevant technical knowledge

**Question No: 23 ( M - 1 ) :**

Which level of Maslow's hierarchy of needs deals with satisfying one's hunger, thirst, and need for sex?

- ▶ Safety
- ▶ Physiological
- ▶ Social
- ▶ Esteem

**Question No: 24 ( M - 1 ) :**

According to Maslow, when does a need stop motivating?

- ▶ When it is substantially satisfied
- ▶ It never stops motivating
- ▶ When one returns to a lower level need
- ▶ When one chooses to move to a higher level need

**Question No: 25 ( M - 1 ) :**

Which of the following were considered higher-order needs by Maslow?

- ▶ Safety, social, esteem
- ▶ Esteem, self-actualization, safety
- ▶ Social, esteem, self-actualization
- ▶ Physiological, safety, social

**Question No: 26 ( M - 1 ) :**

Which of the following is a need theory of motivation?

- ▶ Maslow's need hierarchy theory
- ▶ Alderfer's ERG theory

A

- ▶ Two factor theory
- ▶ All of the given options

**Question No: 27 ( M - 1 ) :**

In a crisis situation, effective leaders are likely to:

- ▶ Consult with subordinates
- ▶ Reduce their exposure
- ▶ Act more decisively
- ▶ None of the given options

**Question No: 28 ( M - 1 ) :**

Which of the following processes is emphasized in the definition of leadership?

- ▶ **Influencing followers to have complete trust in the leader**
  - ▶ Motivating followers to do more than they initially expected
  - ▶ Facilitating collective efforts to accomplish shared objectives
  - ▶ Empowering each follower to become self reliant
-

1. \_\_\_\_\_ is the ability to influence others that stems from the leader's desirable traits and characteristics.

**A. Referent power**

B. Expert power

C. Coercive power

D. Legitimate power

2. \_\_\_\_\_ is the ability to inspire confidence and support among the people who are needed to achieve organizational goals.

A. Stewardship

B. Management

**C. Leadership**

D. Motivation

3. Entertaining clients, being available to outsiders as an organizational representative, and escorting official visitors are all behaviors that fit the \_\_\_\_\_ role of a manager.

A. spokesperson

B. negotiator

**C. figurehead**

D. coach and mentor

4. When an individual maintains composure when dealing with a crisis we can conclude that he or she is \_\_\_\_\_.

**A. self-confident**

B. trustworthy

C. emotionally stable

D. assertive

5. Two employees cannot agree to compromise. Their manager intervenes. The manager is filling the role of

A. spokesperson.

B. liaison.

**C. disturbance handler.**

D. disseminator.

6. Managers today must consider each of the following **except**

A. diversity.

**B. stagnation.**

C. changes in technology.

D. changes in organization flexibility.

7. Which of the following is not an assumption of Theory X?

- A. People do not like to work.
- B. Managers have to control and coerce employees.

**C. People are ambitious.**

- D. People prefer to avoid responsibility.

8. Leadership is a function of:

- A. Manager, leader and follower
- B. Manager, leader and situation
- C. Manager, Follower and situation

**D. Leader, Follower and situation**

9. The administrative assistant for the president of Lever Brothers of Pakistan has held that job for thirty-five years. When the staff needs to accomplish a task, they often get her advice. She has which power?

**A. Expert**

- B. Reward
- C. Legitimate
- D. Coercive

10. MR. Zeshan, Manager Bata Pakistan is primarily concerned with efficiency and performance of his subordinates. According to the Michigan studies he exhibits which leader behavior?

**A. Job-centered**

- B. Employee-centered
- C. Initiating-structure
- D. Consideration

Q#1. Managing resistance to change that is \_\_\_\_\_ is extremely challenging.

- a. passive
- b. resolute

**c. deferred**

- d. explicit

Q#2. All of the following are sources of organizational resistance to change except:

- a. structural inertia

**b. security**

- c. limited focus of change
- d. threat to established power relationships

Q#3. Conflict is functional if it \_\_\_\_\_.

- a. is accepted by all members of a group
- b. is satisfying to the individual members of the group
- c. causes group members to argue

**d. none of the above**

Q#4 Which is not a weakness of group decision making?

- a. It is time consuming.
- b. There is less originality.**
- c. It suffers from ambiguous responsibility.
- d. It can be dominated by one or a few members.

Q#5. What is brainstorming?

- a. a technique used to build group cohesiveness
- b. a technique that tends to restrict independent thinking

**c. a process for generating ideas**

- d. a process used mainly when group members cannot agree on a

Q#6. When employees are required to follow their job description or to comply

with company policies, communication is performing a(n) \_\_\_\_\_ function.

**a. control**

- b. motivation
- c. emotional expression
- d. information

Q#7. The product of a sender's encoding is the \_\_\_\_\_.

- a. channel

**b. message**

- c. transmission
- d. medium

Q#8. Which of the following is not true?

- a. Theory Y aligns with the participative management style.
- b. Employee involvement programs provide intrinsic motivation.
- c. Theory X aligns with the autocratic management style.

**d. Employee involvement is incompatible with ERG theory.**

Q#9. Two managers are talking about how they get the best out of their employees:

Ali: "I tell my employees that times are tough and there is no way of telling when the guys in head office might try to downsize. Let me tell you, a bit of fear keeps them focused on the task at hand."

Shahid "I tell them that head office is making them more responsible for deciding how to do their work. The increased sense of ownership they have makes productivity go way up"

How would these managers be best characterized by Douglas Macgregor?

- a. Both hold Theory X assumptions
- b. Both hold Theory Y assumptions
- c. Shahid holds Theory X assumptions, Ali holds Theory Y assumptions

**d. Ali holds Theory X assumptions, Shahid holds Theory Y assumptions**

Q#10. Which of the following is not an example of upward communication?

- a. performance reports prepared by lower management for top management review

**b. informing employees of policies**

- c. suggestion boxes
- d. grievance procedures

Q#1. Which of the following statements about personality is correct?

- a. Personality is always stable.
- b. Personality is a part of a person.

**c. Personality is an aggregate whole.**

- d. Personality is for the most part comprised of traits that cannot be measured.

Q#2 You wish to hire a person who is innovative, individualistic, versatile, and entrepreneurial. Candidates for this position would ideally have what classification on the Myers-Briggs Type Indicator?

- a. INTJs
- b. ESTJs

**c. ENTPs**

d. ISFPs

Q#3 Motivation is best defined as a process that \_\_\_\_\_.

a. results in a level of effort

b. intensifies an individual's efforts

**c. accounts for an individual's efforts toward attaining a goal**

d. meets an individual's needs

Q#4 What are the three key elements of motivation?

a. reactance, congruence and circumstance

b. interest, activity and reward

c. awareness, effort and outcome

**d. intensity, direction and persistence**

Q#5 Maslow's hierarchy has five levels of needs. Which of the following is not one of those levels?

a. safety needs

b. social needs

**c. animal needs**

d. self-actualization needs

Q#6. Hunger, thirst, sex, pay, and physical work environment are examples of

which of Alderfer's needs?

**a. existence**

b. safety

c. growth

d. physiological

Q#7 How would a Theory X manager view employees?

a. seeking responsibility

**b. needing to be coerced to achieve goals**

c. viewing work as a normal daily activity

d. exercising self control

Q#8 What other name is the two-factor theory known by?

a. Theories X and Y

**b. Motivator-Hygiene Theory**



- c. Hierarchy of Needs Theory
- d. Satisfaction/Dissatisfaction Theory

Q#9 What continuum in the two-factor theory is made up of the hygiene factors?

**a. no dissatisfaction to dissatisfaction.**

- b. no dissatisfaction to satisfaction.
- c. satisfaction to no satisfaction.
- d. satisfaction to dissatisfaction.

Q#10 McClelland's theory of needs concentrates on which three needs?

a. achievement, realization and acceptance

**b. achievement, power and affiliation**

- c. power, acceptance and confirmation
- d. affiliation, control and realization

1. Which of the following is an accurate statement about transformational leaders?

- A. They clarify task requirements.
- B. They focus on tasks and pay little attention to followers.
- C. They are poor motivators.

**D. They exhibit more than just charisma.**

2. A leader, such as Bill Gates of Microsoft, who can inspire followers above their own self-interests and can have a profound effect on their performance, are known as \_\_\_\_\_.

- A. Transactional leaders
- B. Directive leaders
- C. Informational leaders

**D. Transformational leaders**

3. Fiedler's least-preferred coworker questionnaire seeks to measure what leadership factor?

A. Subordinate needs

**B. Leader's style**

- C. Situation
- D. Subordinate coworker influence

4. According to the Ohio State studies, which of the following dimensions of

leader behavior refers to the extent to which a leader is likely to define and structure his or her role and the roles of group members in the search for goal attainment?

- A. Intelligence structure
- B. Psychological structure

**C. Initiating structure**

- D. Consideration structure

5. Research on managerial activities found that managers typically spend the most time:

- A. In their office
- B. With subordinates
- C. Reading and writing reports, memos, and correspondence

**D. In informal meetings**

6. What is the most common element in definitions of leadership?

- A. leadership is an authority relationship
- B. leadership is the ability to make good decisions
- C. leadership is an attribution made by followers

**D. leadership is an influence process**

7. Participative leadership is best viewed as a combination of which two approaches for studying leadership?

- A. Trait and behavior
- B. Power-influence and trait

**C. Behavior and power-influence**

- D. Trait and situational

8. Recent leadership theories such as charismatic and transformational leadership:

- A. Emphasize rational processes more than rational processes

**B. Emphasize emotional processes more than rational processes**

- C. Describe emotional and rational processes as equally important
- D. De-emphasized both rational and emotional processes

9. Most leadership theories emphasize:

**A. Leader characteristics**

- B. Follower characteristics

- C. Both leader and follower characteristics
- D. Characteristics of the leadership situation

10. Research by Fiedler uncovered three contingency dimensions that define the key \_\_\_\_\_.

**A. Situational factors for determining leader effectiveness**

- B. Follower factors for determining leader effectiveness
- C. Leader behavioral style factors for determining leader effectiveness
- E. Situational factors for determining follower effectiveness.

11. Which of the following statements regarding leadership is true?

- A. All leaders are managers.
- B. Formal rights enable managers to lead effectively.
- C. All managers are leaders.

**D. Non-sanctioned leadership is as important as or more important than formal influence.**

12. If trait theories of leadership are valid, then leaders are \_\_\_\_\_.

- A. Trained

**B. Born**

- C. Authoritarian
- D. Educated

13. If behavioral leadership theories are correct, then \_\_\_\_\_.

- A. leadership behaviors are consistent
- B. leaders are born with leadership behaviors
- C. leaders' behavior should be altered

**D. leadership skills can be trained**

14. According to the Managerial Grid, managers perform best using which of the following styles?

**A. 9,9**

- B. consideration
- C. contingency
- D. development-oriented

15. Behavioral theories fail to consider which of the following elements affecting leadership?

A. Traits

**B. Situational factors**

C. Employee satisfaction

D. Employee turnover

16. Which of the following proposed a contingency theory?

**A. Fiedler**

B. Surber

C. Grey

D. Deickman

17. According to Mintzberg, which type of role is likely to get the highest priority?

A. Entrepreneur

B. Spokesperson

**C. Disturbance handler**

D. Negotiator

18. In a crisis situation, effective leaders are likely to:

A. Consult with subordinates

B. Reduce their exposure

C. Act more considerate

**D. Act more decisive**

19. What is the primary management function in the initial stage of the organizational life cycle?

A. Coordinating work activities

**B. Obtaining resources**

C. Increasing member motivation

D. Improving efficiency

20. Which of the following is not an example of Initiating Structure as defined in the Ohio State studies?

A. Letting subordinates know what is expected of them

B. Criticizing poor work

**C. Consulting with subordinates before making changes**

D. Coordinating the activities of subordinates

Q#1 What sort of groups are defined by the organization's structure?

- a. informal
- b. task
- c. friendship

**d. formal**

Q#2 Hamiz, Ali and Ahsan work in different departments, but often eat lunch together. They are an example of what type of group?

- a. formal

**b. informal**

- c. command
- d. task

Q#3 Which of the following statements most accurately describes interest groups?

- a. They are longer lasting than friendship groups.
- b. They develop because individual members have one or more common characteristics.
- c. They are formed because of some common objective.**
- d. They are governed by labor laws.

Q#4 Research indicates that poor \_\_\_\_\_ is probably the most frequently cited source of interpersonal conflict.

- a. motivation
- b. leadership
- c. training

**d. communication**

Q#5 Clarification to employees about how well they are doing, and what can be done to improve performance, are examples of which function of communication?

- a. information
- b. control

**c. motivation**

- d. emotional expression

Q#6 The communication used by managers to provide job instructions is \_\_\_\_\_ communication.

**a. downward**

- b. lateral
- c. formal
- d. directional

Q#7 Which of the following is an example of downward communication flow?

- a. suggestion boxes

b. envelope attitude surveys

**c. feedback on job performance**

d. identifying with and discussing problems with the boss

Q#8. All of the following are examples of downward communication flows except \_\_\_\_\_.

a. managers assigning goals

b. managers informing employees of procedures

c. managers pointing out problems that need attention

**d. employees completing attitude surveys**

Q#9 Communication messages that are passed through a big number of people will most likely suffer from which of the following?

a. disruption

**b. distortion**

c. lack of non-verbal cues

d. decoding

Q#10 The \_\_\_\_\_ communication network is best illustrated by an unstructured committee.

a. wheel

**b. all-channel**

c. interpersonal

d. circle

Q#11 The most effective communication network for facilitating the emergence of a leader is \_\_\_\_\_.

a. chain

b. all-channel

**c. wheel**

d. direct

Q#12 An informal communication network is typically called a \_\_\_\_\_.

a. gossip monger

**b. grapevine**

c. chain

d. free acting system

Q#13 Which of the following is a phenomenon in which group pressures for conformity deter the group from critically appraising unusual, minority, or unpopular views?

a. group conformity

b. groupshift

**c. groupthink**

d. compromise

Q#14 According to Maslow, when does a need stop motivating?

**a. when it is substantially satisfied**

b. it never stops motivating

c. when one returns to a lower level need

d. when one chooses to move to a higher level need

Q#15 What is the primary organizational factor that satisfies people's physiological needs?

a. their relationships with co-workers

b. recognition

**c. pay**

d. admiration

Q#16. Desires for associations with those who are significant to us, such as family members, supervisors, and friends, are examples of Alderfer's \_\_\_\_\_ needs.

a. existence

**b. relatedness**

c. association

d. esteem

Q#17 ERG's \_\_\_\_\_ needs include the intrinsic component from Maslow's esteem category and the characteristics included under self-actualization.

a. existence

b. relatedness

**c. growth**

d. physiological

Q#18. Which one of the following is not characteristic of ERG theory?

a. It proposes three levels of needs: existence, relatedness, and growth.

b. More than one level of needs may serve as motivators at the same time.

c. It involves a frustration-regression process.

**d. The existence needs must be satisfied before the relatedness needs become important.**

e. It is an extension and improvement of Maslow's theory.

Q#19. In what way are Theory X and Theory Y managers alike?

a. they are skeptical about their employees' ability to operate independently

b. they have a negative view of human behavior

c. they acknowledge that people in the workplace are mostly motivated by higher order needs

**d. their behavior follows their assumptions**

Q#20. A Theory Y manager would assume that employees would \_\_\_\_\_.

- a. dislike work
- b. need to be controlled
- c. avoid responsibility

**d. exercise self direction**

The base of economy has moved from : **Manufacturing to services**

According to Blake and Mouton, a leader having a 9,1-style fall in which category of leader? **Authority**

Leaders always depend on their \_\_\_\_\_. **Followers**

Which of the following are the responsibilities of exemplary followers? **All of given options**

Which dimension of the Big Five model refers to an individual's propensity to defer to others? **Agreeableness**

Interpersonal roles include which of the following three roles? **Figurehead, leader and liaison**

Which of the following best knows "how work is done"? **Manager**

What is the most important asset of an organization? **Attitudes are evaluative statements of what one believes about something or someone**

How would someone who is described as an ESTJ on the Myers-Briggs Type Indicator best be described?  
**As an organizer**

Which of the following is the best definition of attitude? **Attitudes are evaluative statements of what one believes about something or someone**

Which of the following is NOT the quality of a leader? **Gender**

Which is the primary management function in the initial stage of the organizational life cycle? **Obtaining resources**

Which of the following developed the first comprehensive contingency model for leadership? **Fred Fiedler**

All of the following are classifications on the Myers-Briggs Type Indicator except: **Independent/dependent**

Which of the following are the responsibilities of exemplary followers? **All of given options**

What does the Meyers-Briggs Type Indicator classification of "E or I" stand for? **Extroverted/introverted**

Who fixes the blame for breakdown? **Manager**

According to Blake and Mouton, a leader having a 9,1-style fall in which category of leader?  
**Visionary**



**Question # 1 of 15 ( Start time: 08:24:36 AM ) Total Marks: 1**

1. Forces that create the need for change include:

Select correct option:

Internal

External

**Both (Page # 1)**

None of the above

**Question # 2 of 15 ( Start time: 08:25:26 AM ) Total Marks: 1**

2. According to Mintzberg, which type of role is likely to get the highest priority?

**Entrepreneur**

Spokesperson

Disturbance handler

Negotiator

**Question # 3 of 15 ( Start time: 08:26:31 AM ) Total Marks: 1**

3. Which of the following power is used to create motivation and to accomplish group goals?

Personal power

**Social power (Page # 57)**

Connection power

Organization power

**Question # 4 of 15 ( Start time: 08:27:58 AM ) Total Marks: 1**

4. \_\_\_\_\_ is known as the founder of Microsoft.

**Bill Gates (Page # 7)**

Sam Walton

Steve Jobs

Andy Grove

**Question # 5 of 15 ( Start time: 08:28:50 AM ) Total Marks: 1**

5. Which of the following describes the personality?

**A combination of psychological traits that describes a person (Page # 21)**

A situation in which one can influence on the group members in the organization

A situation in which one cannot influence on the group members in the organization **select this by mistake)**

None of the given options

**Question #6 of 15 ( Start time: 08:28:50 AM ) Total Marks:**

6. The first management function is

**Planning**

Organizing

Leading

controlling

**Question # 7 of 15 ( Start time: 08:30:04 AM ) Total Marks: 1**

7. Which type of leadership focus on rewards in exchange for motivation, productivity effective task accomplishment?

**Transactional leadership (Page # 33)**

Transformational leadership

Charismatic leadership

Visionary leadership

Transactional leadership

**8. Question # 8 of 15 ( Start time: 08:31:07 AM ) Total Marks: 1**

Which management roles include entrepreneur, disturbance handler, resource allocator and negotiator?

Interpersonal

Informational

**Decisional (Page # 11)**

None of the given options

**Question # 9 of 15 ( Start time: 08:32:01 AM ) Total Marks: 1**

9.A quality of a leader that generates others' interest and creates followers to influence others is called:

**Charisma (Page # 23)**

Vitality

**Integrity (not sure)**

Self-Confidence

**Question # 10 of 15 ( Start time: 08:33:08 AM ) Total Marks: 1**

10.Which of the following developed the LPC (least preferred co-worker) questionnaire?

Wachner

**Fiedler (Page # 30)**

House

Blake and Mouton

**Question # 11 of 15 ( Start time: 08:34:23 AM ) Total Marks: 1**

11.Which of the following is the power to give positive benefit or rewards?

**Reward Power (Page # 58)**

Coercive power

Expert power

Referent power

**Question # 12 of 15 ( Start time: 08:35:19 AM ) Total Marks: 1**

12.Which of the following is Not true about decision processes in organizations?

Major decisions are made in an orderly, rational manner

Decision processes are prolonged for important decisions

Decision processes are to some extent political

**Major decisions may result from a series of small, incremental choices (not sure)**

**Question # 13 of 15 ( Start time: 08:36:34 AM ) Total Marks: 1**

13. Which of the following developed the first comprehensive contingency model for leadership?

Hersey and Blanchard

Blake and Mouton

**Fred Fiedler (Page # 29)**

John Kotter

**Question # 14 of 15 ( Start time: 08:37:08 AM ) Total Marks: 1**

14. According to Warren Bennis which of the following is not a core competency of a great leader?

Vision

Passion

**Intelligence (Page # 55)**

**Integrity (not sure)**

**Question # 15 of 15 ( Start time: 08:37:21 AM ) Total Marks: 1**

15. Which of the following are qualities of large organizations?

Economies of scale

Global reach

Complex

**All of the given options**

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## **FRIEND # 2**

### **Question # 1 of 15 ( Start time: 05:44:32 PM ) Total Marks: 1**

A deliberate arrangement of people to accomplish some specific purpose is:

A structure

A process

**An organization (Page # 90)**

An assembly operation

### **Question # 2 of 15 ( Start time: 05:44:48 PM ) Total Marks: 1**

Which of the following is NOT the competency of a leader?

Leading the organization

Leading others

Leading oneself

**Leading one by one (Page # 52)**

### **Question # 3 of 15 ( Start time: 05:45:07 PM ) Total Marks: 1**

Which one of the following is the reality of today's organizations?

Flexibility

**Change (Page # 1)**

Consistency

Homogeneity

### **Question # 4 of 15 ( Start time: 05:45:17 PM ) Total Marks: 1**

Who fixes the blame for breakdown?

**Manager (Page # 16)**

Leader

Instructor

Mentor

### **Question # 5 of 15 ( Start time: 05:45:54 PM ) Total Marks: 1**

What is the best conclusion about the traits of managers?

Manager who is intelligent and highly motivated will be effective in any situation

Manager who is weak on any key trait is unlikely to be effective

**Some traits improve the chance of being effective, but their relative importance depends on the situation**

The trait approach fails to provide useful insights about the reasons for effective leadership

### **Question # 6 of 15 ( Start time: 05:46:11 PM ) Total Marks: 1**

Which of the following are two general groupings of power?

**Informational and personal (Not Sure)**

Formal and informal

Informal and legitimate

Personal and formal

### **Question # 7 of 15 ( Start time: 05:47:21 PM ) Total Marks: 1**

Which of the following describes a graphic portrayal of a two-dimensional view of leadership style described by Blake and Mouton.

Least preferred co-worker scale

Leader-participation model

Autocratic-democratic continuum

**Managerial grid (Page # 28)**

### **Question # 8 of 15 ( Start time: 05:48:17 PM ) Total Marks: 1**

What is the most common element in definitions of leadership?

Leadership is an authority relationship

Leadership is the ability to make good decisions

Leadership is an attribution made by followers

**Leadership is an influence process**

### **Question # 9 of 15 ( Start time: 05:48:38 PM ) Total Marks: 1**

Which of the following is example of position power?

Expert power  
Referent power  
Charismatic power

**Legitimate power (Page # 63)**

**Question # 10 of 15 ( Start time: 05:49:08 PM ) Total Marks: 1**

The quality of a leader to foresee an organization's position is called:

Mission

**Vision (Page # 22)**

Goal

Objective

**Question # 11 of 15 ( Start time: 05:49:46 PM ) Total Marks: 1**

Which of the following terms describes basic convictions that "a specific mode of conduct or end state of existence is personally or socially preferable to an opposite mode of conduct."

**Values (Page # 37)**

Attitudes

Convictions

Preferences

**Question # 12 of 15 ( Start time: 05:50:27 PM ) Total Marks: 1**

Which of the following is the best definition of attitude?

Attitudes indicate how one will react to a given event

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

**Attitudes are evaluative statements of what one believes about something or someone**

**(Page # 37)**

**Question # 13 of 15 ( Start time: 05:50:58 PM ) Total Marks: 1**

Which of the following is a shared system of meaning held by the organization's members that distinguishes the organization from other organizations.

Institutionalization

**Organizational culture**

Socialization

Formalization

**Question # 14 of 15 ( Start time: 05:51:40 PM ) Total Marks: 1**

Which of the following is the power that rests on the leader's ability to punish or control?

Reward power

**Coercive power (Page # 58)**

Expert power

Referent power

**Question # 15 of 15 ( Start time: 05:52:10 PM ) Total Marks: 1**

The research suggests that charismatic leaders are likely to \_\_\_\_\_.

**Invoke high performance among followers**

Focus organizational visions around present accomplishments

Motivate followers to become more extroverted

Avoid media attention regarding their achievements

### **FRIEND # 3**

**Question # 1 of 15 ( Start time: 06:10:00 PM ) Total Marks: 1**

\_\_\_\_\_ is known as the founder of CNN.

Andy Grove

Sam Walton

**Ted Turner (Page # 7)**

Phil Knight

**Question # 2 of 15 ( Start time: 06:10:21 PM ) Total Marks: 1**

Which one of the following is the reality of today's organizations?

Flexibility

**Change**  
Consistency  
Homogeneity

**Question # 3 of 15 ( Start time: 06:10:31 PM ) Total Marks: 1**

Which type of leaders focus on influencing attitudes, assumptions of staff and building commitment to the mission and always try to achieve the objective of the organisation?

Transactional leadership

**Transformational leadership (Page # 33)**

Charismatic leadership

Visionary leadership

**Question # 4 of 15 ( Start time: 06:11:10 PM ) Total Marks: 1**

Which is the primary management function in the initial stage of the organization life cycle?

Coordinating work activities

**Obtaining resources (Page # 96)**

Increasing member motivation

Improving efficiency

**Question # 5 of 15 ( Start time: 06:12:31 PM ) Total Marks: 1**

Hersey and Blanchard developed which of the following?

**Situational leadership theory (Page # 30)**

Cognitive resource theory

Managerial grid model

Path-goal theory

**Question # 6 of 15 ( Start time: 06:12:54 PM ) Total Marks: 1**

Forces that create the need for change include:

Internal

External

**Both (Page # 1)**

None of the above

**Question # 7 of 15 ( Start time: 06:13:09 PM ) Total Marks: 1**

Which of the following is the situational criteria identified in the Fielder model?

Job requirements, position power, and leadership ability

Charisma, influence, and leader-member relations

**Leader-member relations, task structure, and position power (Page # 30)**

Task structure, leadership ability, and group conflict

**Question # 8 of 15 ( Start time: 06:14:18 PM ) Total Marks: 1**

How would someone who is described as an ESTJ on the Myers-Briggs Type Indicator best be described?

As a visionary

As a conceptualizer

As an innovator

**As an organizer (Page # 43)**

**Question # 9 of 15 ( Start time: 06:15:32 PM ) Total Marks: 1**

Which of the following best describes the exemplary follower?

**They are creative, risk takers and also add value in organization in any form (Page # 18)**

They are just spending/passing time and also require an excessive amount of supervision

They have lack of creativity; they don't take bold decisions and not taking risk

They think about themselves, but some time play a very important role as critics

**Question # 10 of 15 ( Start time: 06:16:21 PM ) Total Marks: 1**

Which of the following is similar to an organizational culture?

Individual's Skills

**Individual's Personality**

Individual's Motivation

Individual's Ability



**Question # 11 of 15 ( Start time: 06:17:40 PM ) Total Marks: 1**

Which of the following are the leader's traits that influence the leadership process?

**Personality, position and experience (Page # 21)**

Personality, situation and experience

Personal, situation and exposure

Personality, position and exposure

**Question # 12 of 15 ( Start time: 06:18:50 PM ) Total Marks: 1**

Which of the following is NOT the quality of a leader?

Vision

Ability

Enthusiasm

**Gender (Page # 22)**

**Question # 13 of 15 ( Start time: 06:19:02 PM ) Total Marks: 1**

Which of the following power is used for personal gain?

**Personal power (Page # 57)**

Social power

Connection power

Organization power

**Question # 14 of 15 ( Start time: 06:19:23 PM ) Total Marks: 1**

Which of the following power is not included among person powers?

Expert power

Charisma power

Rational power

**Legitimate power (Page # 63)**

**Question # 15 of 15 ( Start time: 06:19:55 PM ) Total Marks: 1**

The base of economy has moved from :

**Manufacturing to services (Page # 6)**

Services to manufacturing

Manufacturing to productivity

Productivity to manufacturing

**Question # 1 of 15 ( Start time: 10:54:48 PM )** **Total Marks: 1**

Which of the following power is used for personal gain?

- ☒ **Personal power (Page # 57)**
- ☐ Social power
- ☐ Connection power
- ☐ Organization power

**Question # 2 of 15 ( Start time: 10:55:44 PM )** **Total Marks: 1**

What is the best conclusion about the traits of managers?

- ☐ Manager who is intelligent and highly motivated will be effective in any situation
- ☐ Manager who is weak on any key trait is unlikely to be effective
- ☒ **Some traits improve the chance of being effective, but their relative importance depends on the situation**
- ☐ The trait approach fails to provide useful insights about the reasons for effective leadership

**Question # 3 of 15 ( Start time: 10:57:12 PM )** **Total Marks: 1**

Which one of the following is the reality of today's organizations?

- ☒ **Flexibility**
- ☐ **Change (Page # 1)**
- ☐ Consistency
- ☐ Homogeneity

**Question # 4 of 15 ( Start time: 10:58:35 PM )** **Total Marks: 1**

To be effective leader which of the following activity is important?

- ☐ Influence the culture
- ☐ Provide a vision
- ☐ Influence the group
- ☒ **All of the given options (page # 52)**

**Question # 5 of 15 ( Start time: 10:59:20 PM )** **Total Marks: 1**

All of the following are classifications on the Myers-Briggs Type Indicator except:

- ☐ Extroverted/introverted
- ☐ Sensing/intuitive
- ☐ Perceiving/judging
- ☒ **Independent/dependent (Page # 43)**

**Question # 6 of 15 ( Start time: 11:00:04 PM )** **Total Marks: 1**

\_\_\_\_\_ is known as the guru of management.

- ☐ Stephen P. Robins
- ☐ Mary coulter
- ☒ **Peter drucker (Page # 91)**
- ☐ John C Maxwell

**Question # 7 of 15 ( Start time: 11:00:31 PM )** **Total Marks: 1**

The two dominant contemporary theories of leadership focus predominantly on \_\_\_\_\_.

- ☐ Transformational and transactional leaders (Page # 93)
- ☐ Charismatic and transcendent leaders
- ☐ Compelling and transformational leaders
- ☐ Mentoring and self-leaders

**Question # 8 of 15 ( Start time: 11:01:51 PM )** **Total Marks: 1**

Which of the following is usually the original source of an organization's culture?

- ☐ Is shared among the first workers hired into the organization
- ☐ Is formulated by the board of directors when the organization is formed
- ☐ Identifies when the organization is successful doing
- ☐ Identifies what the organization is successful doing

**Question # 9 of 15 ( Start time: 11:03:21 PM )** **Total Marks: 1**

Which of the following is the power to give positive benefit or rewards?

- ☐ Reward Power (Page # 63)
- ☐ Coercive power
- ☐ Expert power
- ☐ Referent power

**Question # 10 of 15 ( Start time: 11:04:03 PM )** **Total Marks: 1**

Which of the following is Not a category of followers with reference to leadership?

- ☐ Pragmatic followers
- ☐ Alienated followers
- ☐ Conventional followers
- ☐ Proactive followers (Page # 17)

**Question # 11 of 15 ( Start time: 11:05:05 PM )** **Total Marks: 1**

Which of the following is not a recommended guideline for increasing managerial effectiveness?

- ☐ Limit the range of choices
- ☐ Take advantage of reactive activities
- ☐ Build large networks of contacts (Not Sure) Manager can handle only a few number of peoples
- ☐ Look for ways to reduce constraints

**Question # 12 of 15 ( Start time: 11:06:26 PM )** **Total Marks: 1**

Before the 20th century, which of the following was Not the exclusive domain of leadership?

- ☐ Military people
- ☐ Royal people
- ☐ Military and royal people
- ☐ Common people (Page # 23)

**Question # 13 of 15 ( Start time: 11:07:35 PM )** **Total Marks: 1**

According to Howard Hayden, which competency enables a leader to take times to understand situation and make logical decisions?

- ☐ Strategic thinking
- ☒ Patience (Page # 54)
- ☐ Communication
- ☐ Vision

Question # 14 of 15 ( Start time: 11:09:00 PM ) Total Marks: 1

Which one of the following factor is necessary to build a good team?

- ☐ Management
- ☐ Leadership
- ☐ Motivation
- ☒ All of the given options

Question # 15 of 15 ( Start time: 11:09:57 PM ) Total Marks: 1

Which of the following power is not included among person powers?

- ☐ Expert power
- ☐ Charisma power
- ☒ Rational power
- ☐ Legitimate power (Page # 63)

**FRIEND # 1****Question # 1 of 15 ( Start time: 09:48:57 PM ) Total Marks: 1**

Which of the following factor is/are affecting team?

Work design

Process

Context

**All of the given options (Page # 117)****Question # 2 of 15 ( Start time: 09:48:57 PM ) Total Marks: 1**

Which of the following would NOT be considered an organization?

Church

University

Military unit

**All adults in a given community****Question # 3 of 15 ( Start time: 09:48:57 PM ) Total Marks: 1**

Which of the following is NOT the competency of a leader?

Leading the organization

Leading others

Leading oneself

**Leading one by one (Page # 52)****Question # 4 of 15 ( Start time: 09:50:33 PM ) Total Marks: 1**

Which of the following is the situational criteria identified in the Fielder model?

Job requirements, position power, and leadership ability

Charisma, influence, and leader-member relations

**Leader-member relations, task structure, and position power (Page # 30)**

Task structure, leadership ability, and group conflict

**Question # 5 of 15 ( Start time: 09:50:33 PM ) Total Marks: 1**

Which of the following is example of personal power?

**Expert power (Page # 63)**

Coercive power

Reward power

Legitimate power

**Question # 6 of 15 ( Start time: 09:54:14 PM ) Total Marks: 1**

Persons who are able to influence others and who posses managerial authority are called:

Mentor

Spokes person

Disseminator

**Leader (Page # 91)****Question # 7 of 15 ( Start time: 09:54:14 PM ) Total Marks: 1**

Which of the following approach treats motivation as a function of goals and rewards ?

Individual differences approach

**Managerial approach (Page # 102)**

Organization approach

All of the given options

**Question # 8 of 15 ( Start time: 09:54:14 PM ) Total Marks: 1**

Which of the following approach treats motivation as a function of work environment?

Individual differences approach

Managerial approach

**Organization approach (Page # 80)**

All of the given options

**Question # 9 of 15 ( Start time: 09:54:14 PM ) Total Marks: 1**

In comparison to low-level managers, most top executives:

Are more focused on solving immediate problems

Are more autocratic in their decision making

**Have a stronger concern about efficiency**

Have a longer time perspective

**Question # 10 of 15 ( Start time: 09:56:33 PM ) Total Marks: 1**

Which of the following are the strategies for team building?

Establish common goals

Find occasions to celebrate

Recognize effort

**All of the given options (Page # 117)**

**Question # 11 of 15 ( Start time: 09:56:33 PM ) Total Marks: 1**

What are the five stages of group development?

Generation, implementation, construction, production, termination

Introduction, development, production, deterioration, adjournment

Initiation, evolution, maturation, degeneration, termination

**Forming, storming, norming, performing, adjourning (Page # 165)**

**Question # 12 of 15 ( Start time: 09:57:07 PM ) Total Marks: 1**

Which of the following is NOT the quality of a person having type "B" personality?

Easy going

Relaxed

Able to listen carefully

**Impatient (Page # 42)**

**Question # 13 of 15 ( Start time: 09:58:03 PM ) Total Marks: 1**

Maslow's hierarchy has five levels of needs. Which of the following is Not one of those levels?

Safety needs

Social needs

**Animal needs (Page # 75)**

Self-actualization needs

**Question # 14 of 15 ( Start time: 09:59:06 PM ) Total Marks: 1**

Which of the following Communication creates tension about oral, written or both communication?

Obstruction

**Apprehension**

Breakdown

Block

**Question # 15 of 15 ( Start time: 10:00:33 PM ) Total Marks: 1**

Which of the following is NOT the strategy for team building?

Find occasions to celebrate

Recognize effort

Improve communication

**Discourage team members (Page # 117)**

**FREND # 2**

**Question # 1 of 15 ( Start time: 05:08:52 PM ) Total Marks: 1**

All of the following are classification on the Myers-Briggs Type Indicator except:

Extroverted/introverted

Sensing/intuitive

Perceiving/judging

**Independent/dependent (Page # 43)**

**Question # 2 of 15 ( Start time: 05:09:17 PM ) Total Marks: 1**

What are the five stages of group development?

Generation, implementation, construction, production, termination

Introduction, development, production, deterioration, adjournment

Initiation, evolution, maturation, degeneration, termination

**Forming, storming, norming, performing, adjourning (Page # 165)**

**Question # 3 of 15 ( Start time: 05:10:12 PM ) Total Marks: 1**

To be effective leader which of the following activity is important?

Influence the culture

Provide a vision

Influence the group

**All of the given options (Page # 52)**

**Question # 4 of 15 ( Start time: 05:10:28 PM ) Total Marks: 1**

The decision procedure that empowers a subordinate the most is:

Joint decision-making

**Delegation**

Proactive consultation

Reactive consultation

**Question # 5 of 15 ( Start time: 05:11:18 PM ) Total Marks: 1**

Which of the following is NOT the competency of a leader?

Leading the organization

Leading others

Leading oneself

**Leading one by one (Page # 52)**

**Question # 6 of 15 ( Start time: 05:11:29 PM ) Total Marks: 1**

In Maslow's hierarchy of needs, what is the term used for the drive to become what one is capable of becoming?

Perfection

**Self-actualization (Page # 75)**

Hypo-glorification

Self-esteem

**Question # 7 of 15 ( Start time: 05:11:56 PM ) Total Marks: 1**

Which of the following can NOT be considered as a guideline for managers?

**Expand the range of choices**

Make time for reflective planning

Concentrate on reacting to demands

Understand reasons for demands and constraints

**Question # 8 of 15 ( Start time: 05:12:48 PM ) Total Marks: 1**

What is true about participative leadership?

Participative leadership does not affect subordinate performance

The more participation a leader uses, the more satisfied subordinates will be

**Participative leadership substantially improves subordinate performance**

The results were inconsistent and inconclusive

**Question # 9 of 15 ( Start time: 05:14:09 PM ) Total Marks: 1**

In a crisis situation, effective leaders are likely to:

**Consult with subordinates**

Reduce their exposure

Act with more consideration

Act more decisively

**Question # 10 of 15 ( Start time: 05:15:11 PM ) Total Marks: 1**

Which of the following is the situational criteria identified in the Fielder model?

Job requirements, position power, and leadership ability

Charisma, influence, and leader-member relations

**Leader-member relations, task structure, and position power (Page # 30)**

Task structure, leadership ability, and group conflict

**Question # 11 of 15 ( Start time: 05:16:16 PM ) Total Marks: 1**

Which of the following statement about value is true?

Values are flexible

Values are synonymous with attitudes

**Values tend to be consistent among occupational groups (Not Sure)**

Values are fairly stable over time

**Question # 12 of 15 ( Start time: 05:17:37 PM ) Total Marks: 1**

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

Transmitting

Decoding

**Encoding (Page # 131)**

Understanding

**Question # 13 of 15 ( Start time: 05:17:59 PM ) Total Marks: 1**

Which of the following is the best definition of attitude?

Attitudes indicate how one will react to a given event

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

**Attitudes are evaluative statements of what one believes about something or someone**

**(Page # 37)**

**Question # 14 of 15 ( Start time: 05:18:34 PM ) Total Marks: 1**

Information roles include which of the following three roles?

Disseminating, figurehead and liaison

Monitor, resource allocator and negotiator

Disturbance handler, monitor and entrepreneur

**Monitor, disseminator and spokesperson (Page # 11)**

**Question # 15 of 15 ( Start time: 05:19:16 PM ) Total Marks: 1**

Which of the following is the power to give positive benefit or rewards?

**Reward Power (Page # 63)**

Coercive power



Expert power  
Referent power

### **FRIEND # 3**

**Question # 1 of 15 ( Start time: 05:21:04 PM ) Total Marks: 1**

Which of the following is Not a cue of power for a leader?

**Maximizing Body Size (Not Sure)**

Breaking Eye Contact  
No Excessive Smiling  
Using Submissive Language

**Question # 2 of 15 ( Start time: 05:22:33 PM ) Total Marks: 1**

Which of the following can Not be mentioned as one of the four general processes in managerial work?

Making decisions  
Satisfying customers  
Developing relationships

**Influencing people**

**Question # 3 of 15 ( Start time: 05:23:37 PM ) Total Marks: 1**

What is the most important asset of an organization?

**People (Page # 5)**

Money  
Building  
Machinery

**Question # 4 of 15 ( Start time: 05:23:50 PM ) Total Marks: 1**

Which of the following is the first management function?

**Planning (Page # 51)**

Organizing  
Leading  
Controlling

**Question # 5 of 15 ( Start time: 05:24:01 PM ) Total Marks: 1**

Which of the following are the characteristics of team-based organizations?

Collective structures  
Team monitors  
Change and flexibility

**All of the given options (Page # 119)**

**Question # 6 of 15 ( Start time: 05:24:32 PM ) Total Marks: 1**

\_\_\_\_\_ is known as the founder of CNN.

Andy Grove  
Sam Walton

**Ted Turner (Page # 7)**

Phil Knight

**Question # 7 of 15 ( Start time: 05:24:54 PM ) Total Marks: 1**

Decision taken for reordering of standard inventory item is an example of which of the following?

**Programmed decision (Page # 122)**

Non-programmed decision  
Intuitive decision making  
None of the given options

**Question # 8 of 15 ( Start time: 05:25:56 PM ) Total Marks: 1**

Which of the following are the strategies for team building?

Establish common goals  
Find occasions to celebrate  
Recognize effort

**All of the given options (Page # 167)**

**Question # 9 of 15 ( Start time: 05:26:43 PM ) Total Marks: 1**

Which of the following statements is not correct?

Demands and constraints are essentially the same for most managerial jobs  
Managerial behavior is strongly influenced by demands and constraints

**Role conflicts are caused by incompatible demands from different people (Not Sure)**

Demands and constraints depend in part on a manager's perceptions

**Question # 10 of 15 ( Start time: 05:28:04 PM ) Total Marks: 1**



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

Transmitting

Decoding

**Encoding (Page # 131)**

Understanding

**Question # 11 of 15 ( Start time: 05:28:15 PM ) Total Marks: 1**

According to Howard Hayden all of the following are leadership core competencies EXCEPT:

Creating more leaders

**Rigidity (Page # 54)**

Communication

Vision

**Question # 12 of 15 ( Start time: 05:29:18 PM ) Total Marks: 1**

Leadership is best defined as \_\_\_\_\_.

**The ability to influence a group in goal achievement**

Keeping order and consistency in the midst of change

Implementing the vision and strategy provided by management

Coordinating and staffing the organization and handling day-to-day problems

**Question # 13 of 15 ( Start time: 05:29:47 PM ) Total Marks: 1**

Which of the following is NOT the quality of a person having type "A" personality?

Intense desire to achieve

Extremely competitive

Sense of urgency

**More relaxed**

**Question # 14 of 15 ( Start time: 05:30:04 PM ) Total Marks: 1**

Which of the following encourage flexibility and decentralize decision making?

Departmentalization

Span of control

Formalization

**Organic structures (Page # 120)**

**Question # 15 of 15 ( Start time: 05:30:40 PM ) Total Marks: 1**

After which stage of a group's development has the group formed a common set of expectations of member behaviors?

**Storming (Page # 113)**

Forming

Performing

Norming

## **FRIEND # 4**

**Question # 1 of 15 ( Start time: 09:04:38 PM ) Total Marks: 1**

Which of the following can NOT be mentioned as one of the four general processes in managerial work?

Making decisions

Satisfying customers

Developing relationships

**Influencing people**

**Question # 2 of 15 ( Start time: 09:05:55 PM ) Total Marks: 1**

The base of economy has moved from :

**Manufacturing to services**

Services to manufacturing

Manufacturing to productivity

Productivity to manufacturing

**Question # 3 of 15 ( Start time: 09:06:59 PM ) Total Marks: 1**

What is true about participative leadership?

Participative leadership does not affect subordinate performance

The more participation a leader uses, the more satisfied subordinates will be

**Participative leadership substantially improves subordinate performance**

The results were inconsistent and inconclusive

**Question # 4 of 15 ( Start time: 09:08:26 PM ) Total Marks: 1**

What do we call the process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment?

**Interpretation**

Environmental analysis  
Social verification  
Perception

**Question # 5 of 15 ( Start time: 09:09:28 PM ) Total Marks: 1**

In Maslow's hierarchy of needs, what is the term used for the drive to become what one is capable of becoming?

Select correct option:

Perfection

**Self-actualization (page # 75)**

Hypo-glorification

Self-esteem

**Question # 6 of 15 ( Start time: 09:10:35 PM ) Total Marks: 1**

Which of the following is the situational criteria identified in the Fielder model?

Job requirements, position power, and leadership ability

Charisma, influence, and leader-member relations

**Leader-member relations, task structure, and position power (Page # 36)**

Task structure, leadership ability, and group conflict

**Question # 7 of 15 ( Start time: 09:11:39 PM ) Total Marks: 1**

Which of the following describes the personality?

**A combination of psychological traits that describes a person (Page # 21)**

A situation in which one can influence on the group members in the organization

A situation in which one can not influence on the group members in the organization

None of the given options

**Question # 8 of 15 ( Start time: 09:12:32 PM ) Total Marks: 1**

A deliberate arrangement of people to accomplish some specific purpose is:

A structure

A process

**An organization (Page # 90)**

An assembly operation

**Question # 9 of 15 ( Start time: 09:12:59 PM ) Total Marks: 1**

Maslow's hierarchy of needs arranges those needs in which of the following orders?

Physiological, esteem, safety, social, and self-actualization

**Physiological, safety, social, esteem, and self-actualization (Page # 75)**

Safety, physiological, esteem, social, and self-actualization

Physiological, social, safety, esteem, and self-actualization

**Question # 10 of 15 ( Start time: 09:14:12 PM ) Total Marks: 1**

Communication that takes place among members of work groups at the same level is known as which type of communication?

Tangential

Cross functional

Vertical

**Lateral (Page # 84)**

**Question # 11 of 15 ( Start time: 09:15:44 PM ) Total Marks: 1**

Which of the following is not true of charismatic leaders?

They have a vision and the ability to articulate the vision

**They have behavior that is unconventional (Page # 93)**

They are willing to take high personal risk

They exhibit behaviors that are consistent with their followers' behaviors

**Question # 12 of 15 ( Start time: 09:16:38 PM ) Total Marks: 1**

In a crisis situation, effective leaders are likely to:

**Consult with subordinates**

Reduce their exposure

Act with more consideration

Act more decisively

**Question # 13 of 15 ( Start time: 09:17:56 PM ) Total Marks: 1**

\_\_\_\_\_ is known as the guru of management.

Stephen P. Robbins

Mary Coulter

**Peter Drucker (Page # 7)**

John C. Maxwell

**Question # 14 of 15 ( Start time: 09:18:25 PM ) Total Marks: 1**

To be effective leader which of the following activity is important?

Influence the culture  
Provide a vision  
Influence the group

**All of the given options (Page # 92)**

**Question # 15 of 15 ( Start time: 09:19:05 PM ) Total Marks: 1**

Which type of leadership focus on rewards in exchange for motivation, productivity effective task accomplishment?

**Transactional leadership (Page # 33)**

Transformational leadership  
Charismatic leadership  
Visionary leadership

## **FRIEND # 5**

**Question # 1 of 15 ( Start time: 06:05:36 PM ) Total Marks: 1**

Which of the following is NOT the quality of a person having type "B" personality?

Easy going  
Relaxed  
Able to listen carefully

**Impatient Page # 95**

**Question # 2 of 15 ( Start time: 06:07:48 PM ) Total Marks: 1**

Which of the following is Not true about decision processes in organizations?

**Major decisions are made in an orderly, rational manner**

Decision processes are prolonged for important decisions  
Decision processes are to some extent political  
Major decisions may result from a series of small, incremental choices

**Question # 3 of 15 ( Start time: 06:09:23 PM ) Total Marks: 1**

All of the following are classifications on the Myers-Briggs Type Indicator except:

Extroverted/introverted  
Sensing/intuitive  
Perceiving/judging

**Independent/dependent Page # 44**

**Question # 4 of 15 ( Start time: 06:09:56 PM ) Total Marks: 1**

Which of the following network is typically called an informal communication network?

Gossip monger

**Grapevine**

Chain  
Contextual system

**Question # 5 of 15 ( Start time: 06:11:23 PM ) Total Marks: 1**

Which of the following is a temporary cross-functional team?

Quality circle  
Work group

**Task force Page 104,114**

TQM group

**Question # 6 of 15 ( Start time: 06:11:51 PM ) Total Marks: 1**

To be effective leader which of the following activity is important?

Influence the culture  
Provide a vision  
Influence the group

**All of the given options**

**Question # 7 of 15 ( Start time: 06:12:08 PM ) Total Marks: 1**

What are the five stages of group development?

Generation, implementation, construction, production, termination  
Introduction, development, production, deterioration, adjournment  
Initiation, evolution, maturation, degeneration, termination

**Forming, storming, norming, performing, adjourning Page #165**

**Question # 8 of 15 ( Start time: 06:13:34 PM ) Total Marks: 1**

Which of the following power is not included among person powers?

Expert power  
Charisma power  
Rational power

**Legitimate power Page # 63**

**Question # 9 of 15 ( Start time: 06:14:32 PM ) Total Marks: 1**

Which of the following is example of personal power?

**Expert power Page # 63**

Coercive power

Reward power

Legitimate power

**Question # 10 of 15 ( Start time: 06:14:59 PM ) Total Marks: 1**

Which of the following is the most important capital of an organization?

Financial

**Human**

Image

Copyright

**Question # 11 of 15 ( Start time: 06:15:42 PM ) Total Marks: 1**

Which of the following is NOT the quality of a person having type” A “personality?

Intense desire to achieve

Extremely competitive

Sense of urgency

**More relaxed**

**Question # 12 of 15 ( Start time: 06:16:39 PM ) Total Marks: 1**

Leaders always depend on their \_\_\_\_\_.

Children

Friends

Relatives

**Followers**

**Question # 13 of 15 ( Start time: 06:16:59 PM ) Total Marks: 1**

Which of the following is example of position power?

Expert power

Referent power

Charismatic power

**Legitimate power Page # 63**

**Question # 14 of 15 ( Start time: 06:17:37 PM ) Total Marks: 1**

Which of the following strategies are cultivating for exemplary followers?

Seek to enhance their skill sets

Share the credit

Encourage and enhance dialogue

**All of the given options**

**Question # 15 of 15 ( Start time: 06:18:48 PM ) Total Marks: 1**

Which one of the following is the reality of today’s organizations?

**Flexibility (Page # 168)**

Change

Consistency

Homogeneity

**FRIEND # 6**

**Question # 2 of 15 ( Start time: 10:02:50 PM ) Total Marks: 1**

In Maslow’s hierarchy of needs, what is the term used for the drive to become what one is capable of becoming?

Perfection

**Self-actualization**

Hypo-glorification

Self-esteem

**Question # 3 of 15 ( Start time: 10:04:20 PM ) Total Marks: 1**

In comparison to low-level managers, most top executives:

Are more focused on solving immediate problems

Are more autocratic in their decision making

**Have a stronger concern about efficiency**

Have a longer time perspective

**Question # 4 of 15 ( Start time: 10:05:19 PM ) Total Marks: 1**

Interpersonal roles include which of the following three roles?

Disseminating, figurehead and liaison

**Figurehead, leader and liaison (Page # 10)**

Disturbance handler, monitor and entrepreneur

Monitor, resource allocator and negotiator

**Question # 5 of 15 ( Start time: 10:06:01 PM ) Total Marks: 1**

The \_\_\_\_\_ component of an attitude is the emotional or feeling component of that attitude.

Affective

Cognitive

**Behavioral**

Evaluative

**Question # 7 of 15 ( Start time: 10:08:59 PM ) Total Marks: 1**

How would someone who is described as an ESTJ on the Myers-Briggs Type Indicator best be described?

As a visionary

As a conceptualizer

As an innovator

**As an organizer (Page # 43)**

**Question # 8 of 15 ( Start time: 10:10:17 PM ) Total Marks: 1**

Forces that create the need for change include:

Internal

External

**Both**

None of the above

**Question # 10 of 15 ( Start time: 10:13:03 PM ) Total Marks: 1**

It is said that management focuses on coping with complexity, whereas leadership focuses on coping with :

Conflict

Success

Defeat

**Change**

**Question # 12 of 15 ( Start time: 10:15:34 PM ) Total Marks: 1**

Which of the following is not a barrier to effective communication?

**Silence Pg 84,85**

Filtering

Selective perception

Language

**Question # 13 of 15 ( Start time: 10:16:41 PM ) Total Marks: 1**

Which of the following network is typically called an informal communication network?

Gossip monger

**Grapevine**

Chain

Contextual system

**Question # 14 of 15 ( Start time: 10:18:06 PM ) Total Marks: 1**

Which of the following is a shared system of meaning held by the organization's members that distinguishes the organization from other organizations.

Institutionalization

**Organizational culture**

Socialization

Formalization

**Question # 15 of 15 ( Start time: 10:19:37 PM ) Total Marks: 1**

Power based upon one's expertise, special skills, or knowledge is:

Coercive power

Legitimate power

**Expert power**

Referent power

Question # 1 of 15 ( Start time: 09:04:38 PM ) Total Marks: 1

Which of the following can Not be mentioned as one of the four general processes in managerial work?

Select correct option:

Making decisions

**Satisfying customers**

Developing relationships

Influencing people

Question # 2 of 15 ( Start time: 09:05:55 PM ) Total Marks: 1

The base of economy has moved from :

Select correct option:

**Manufacturing to services**

Services to manufacturing

Manufacturing to productivity

Productivity to manufacturing

Question # 3 of 15 ( Start time: 09:06:59 PM ) Total Marks: 1

What is true about participative leadership?

Select correct option:

Participative leadership does not affect subordinate performance

The more participation a leader uses, the more satisfied subordinates will be

Participative leadership substantially improves subordinate performance

**The results were inconsistent and inconclusive**

Question # 4 of 15 ( Start time: 09:08:26 PM ) Total Marks: 1

What do we call the process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment?

Select correct option:

**Interpretation**

Environmental analysis

Social verification



## Perception

Question # 5 of 15 ( Start time: 09:09:28 PM ) Total Marks: 1

In Maslow's hierarchy of needs, what is the term used for the drive to become what one is capable of becoming?

Select correct option:

**Perfection**

Self-actualization

Hypo-glorification

Self-esteem

Question # 6 of 15 ( Start time: 09:10:35 PM ) Total Marks: 1

Which of the following is the situational criteria identified in the Fielder model?

Select correct option:

Job requirements, position power, and leadership ability

Charisma, influence, and leader-member relations

**Leader-member relations, task structure, and position power**

Task structure, leadership ability, and group conflict

Question # 7 of 15 ( Start time: 09:11:39 PM ) Total Marks: 1

Which of the following describes the personality?

Select correct option:

**A combination of psychological traits that describes a person**

A situation in which one can influence on the group members in the organization

A situation in which one can not influence on the group members in the organization

None of the given options

Question # 8 of 15 ( Start time: 09:12:32 PM ) Total Marks: 1

A deliberate arrangement of people to accomplish some specific purpose is:

Select correct option:

A structure

A process

### **An organization**

An assembly operation

Question # 9 of 15 ( Start time: 09:12:59 PM ) Total Marks: 1

Maslow's hierarchy of needs arranges those needs in which of the following orders?

Select correct option:

Physiological, esteem, safety, social, and self-actualization

Physiological, safety, social, esteem, and self-actualization

**Safety, physiological, esteem, social, and self-actualization**

Physiological, social, safety, esteem, and self-actualization

Question # 10 of 15 ( Start time: 09:14:12 PM ) Total Marks: 1

Communication that takes place among members of work groups at the same level is known as which type of communication?

Select correct option:

Tangential

Cross functional

**Vertical**

Lateral

Question # 11 of 15 ( Start time: 09:15:44 PM ) Total Marks: 1

Which of the following is not true of charismatic leaders?

Select correct option:

They have a vision and the ability to articulate the vision

**They have behavior that is unconventional**

They are willing to take high personal risk

They exhibit behaviors that are consistent with their followers' behaviors

Question # 12 of 15 ( Start time: 09:16:38 PM ) Total Marks: 1

In a crisis situation, effective leaders are likely to:

Select correct option:

**Consult with subordinates**



Reduce their exposure

Act with more consideration

Act more decisively

Question # 13 of 15 ( Start time: 09:17:56 PM ) Total Marks: 1

\_\_\_\_\_ is known as the guru of management.

Select correct option:

Stephen P.Robins

Mary coulter

Peter drucker

John C Maxwell

Question # 14 of 15 ( Start time: 09:18:25 PM ) Total Marks: 1

To be effective leader which of the following activity is important?

Select correct option:

Influence the culture

Provide a vision

Influence the group

All of the given options

Question # 15 of 15 ( Start time: 09:19:05 PM ) Total Marks: 1

Which type of leadership focus on rewards in exchange for motivation, productivity effective task accomplishment?

Select correct option:

Transactional leadership

Transformational leadership

Charismatic leadership

Visionary leadership

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Quiz Start Time: 08:24 AM Time Left 48

sec(s)

Question # 1 of 15 ( Start time: 08:24:36 AM ) Total Marks: 1

1. Forces that create the need for change include:

Select correct option:

Internal

External

**Both**

None of the above

Quiz Start Time: 08:24 AM Time Left 33

sec(s)

Question # 2 of 15 ( Start time: 08:25:26 AM ) Total Marks: 1

2. According to Mintzberg, which type of role is likely to get the highest priority?

Select correct option:

**Entrepreneur**

Spokesperson

Disturbance handler

Negotiator

Quiz Start Time: 08:24 AM Time Left 55

sec(s)

Question # 3 of 15 ( Start time: 08:26:31 AM ) Total Marks: 1

3. Which of the following power is used to create motivation and to accomplish group goals?

Select correct option:

Personal power

**Social power**

Connection power

Organization power

Quiz Start Time: 08:24 AM Time Left 48

sec(s)

Question # 4 of 15 ( Start time: 08:27:58 AM ) Total Marks: 1

4. \_\_\_\_\_ is known as the founder of Microsoft.

Select correct option:

**Bill Gates**

Sam Walton

Steve Jobs

Andy Grove

Quiz Start Time: 08:24 AM Time Left 63

sec(s)

Question # 5 of 15 ( Start time: 08:28:50 AM ) Total Marks: 1

5. Which of the following describes the personality?

Select correct option:

**A combination of psychological traits that describes a person (not sure)**

A situation in which one can influence on the group members in the organization

A situation in which one cannot influence on the group members in the organization (**I select this by mistake**)

None of the given options

Question #6 of 15 ( Start time: 08:28:50 AM ) Total Marks:

6. The first management function is

**Planning**

Organizing

Leading

controlling

Question # 7 of 15 ( Start time: 08:30:04 AM ) Total Marks: 1

7. Which type of leadership focus on rewards in exchange for motivation, productivity & effective task accomplishment?

Select correct option:

**Transactional leadership**

Transformational leadership

Charismatic leadership

Visionary leadership

Transactional leadership

Quiz Start Time: 08:24 AM Time Left 45

sec(s)

8. Question # 8 of 15 ( Start time: 08:31:07 AM ) Total Marks: 1

Which management roles include entrepreneur, disturbance handler, resource allocator and negotiator?

Select correct option:

Interpersonal

Informational

**Decisional**

None of the given options

Quiz Start Time: 08:24 AM Time Left 54

sec(s)

Question # 9 of 15 ( Start time: 08:32:01 AM ) Total Marks: 1

9. A quality of a leader that generates others' interest and creates followers to influence others is called:

Select correct option:

Charisma

Vitality

**Integrity (not sure)**

Self-Confidence

Quiz Start Time: 08:24 AM Time Left 69

sec(s)

Question # 10 of 15 ( Start time: 08:33:08 AM ) Total Marks: 1

10. Which of the following developed the LPC (least preferred co-worker) questionnaire?

Select correct option:

Wachner

**Fiedler**

House

Blake and Mouton

Quiz Start Time: 08:24 AM Time Left 74

sec(s)

Question # 11 of 15 ( Start time: 08:34:23 AM ) Total Marks: 1

11. Which of the following is the power to give positive benefit or rewards?

Select correct option:

**Reward Power**

Coercive power

Expert power

Referent power

Quiz Start Time: 08:24 AM Time Left 40

sec(s)

Question # 12 of 15 ( Start time: 08:35:19 AM ) Total Marks: 1

12. Which of the following is Not true about decision processes in organizations?

Select correct option:

Major decisions are made in an orderly, rational manner

Decision processes are prolonged for important decisions

Decision processes are to some extent political

**Major decisions may result from a series of small, incremental choices (not sure)**

Quiz Start Time: 08:24 AM Time Left 88

sec(s)

Question # 13 of 15 ( Start time: 08:36:34 AM ) Total Marks: 1

13. Which of the following developed the first comprehensive contingency model for leadership?

Select correct option:

Hersey and Blanchard

Blake and Mouton

**Fred Fiedler**

John Kotter

Quiz Start Time: 08:24 AM Time Left 89

sec(s)

Question # 14 of 15 ( Start time: 08:37:08 AM ) Total Marks: 1

14. According to Warren Bennis which of the following is not a core competency of a great leader?

Select correct option:

Vision

Passion

Intelligence

**Integrity (not sure)**

Quiz Start Time: 08:24 AM Time Left 45

sec(s)

Question # 15 of 15 ( Start time: 08:38:21 AM ) Total Marks: 1

15. Which of the following are qualities of large organizations?

Select correct option:

Economies of scale

Global reach

Complex

**All of the given options**

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**Question # 1 of 15 ( Start time: 05:12:46 PM ) Total Marks: 1**

According to Mintzberg, one of management's interpersonal roles is \_\_\_\_\_.

Spokesperson

**Leader (Page # 10)**

Negotiator

Monitor

**Question # 2 of 15 ( Start time: 05:13:21 PM ) Total Marks: 1**

Which of the following is Not true about decision processes in organizations?

**Major decisions are made in an orderly, rational manner (Not Sure)**

Decision processes are prolonged for important decisions

Decision processes are to some extent political

Major decisions may result from a series of small, incremental choices

**Question # 3 of 15 ( Start time: 05:14:06 PM ) Total Marks: 1**

Which of the following statements about personality is correct?

Personality is always stable

Personality is a part of a person

Personality is an aggregate whole

**Personality is for the most part comprised of traits that cannot be measured**

**Question # 4 of 15 ( Start time: 05:14:56 PM ) Total Marks: 1**

Which is the primary management function in the initial stage of the organizational life cycle?

**Coordinating work activities (Page # 51)**

Obtaining resources

Increasing member motivation

Improving efficiency

**Ref.**

Planning is the first step of management function so coordinating work activities is the planning.

**Question # 5 of 15 ( Start time: 05:16:00 PM ) Total Marks: 1**

Which of the following are the responsibilities of exemplary followers?

Challenge the leader

Encourage the leader

Defend the leader

**All of given options (Page # 19)**

**Question # 6 of 15 ( Start time: 05:16:27 PM ) Total Marks: 1**

Managers in large units tend to:

Use less delegation

Use more group decision making

**Spend more time in planning and coordinating**

Provide more coaching

**Ref.**

As organization increases its resources also increases and managers must have to plan and coordinate the resources for efficiency and effectiveness.

**Question # 7 of 15 ( Start time: 05:17:23 PM ) Total Marks: 1**

According to University of Michigan researchers, which type of leaders is associated with higher group productivity and higher job satisfaction?

Situational

**Employee-oriented (Page # 28)**

Production-oriented

Initiating structure-oriented

**Question # 8 of 15 ( Start time: 05:18:32 PM ) Total Marks: 1**

Fiedler labels the degree of confidence, trust, and respect that subordinates have in their leader as:

**Leader-member relations (Page # 30)**

Relationship orientation

Positional power

Employee-orientation

**Question # 9 of 15 ( Start time: 05:19:11 PM ) Total Marks: 1**

Which of the following is not a recommended guideline for increasing managerial effectiveness?

**Limit the range of choices**

Take advantage of reactive activities

Build large networks of contacts  
Look for ways to reduce constraints  
Ref.

Manager must be given full range of choices to work better. (General Thinking)

**Question # 10 of 15 ( Start time: 05:19:42 PM ) Total Marks: 1**

Which management roles include entrepreneur, disturbance handler, resource allocator and negotiator?

Interpersonal  
Informational

**Decisional (Page # 11)**

None of the given options

**Question # 11 of 15 ( Start time: 05:19:55 PM ) Total Marks: 1**

Which of the following strategies are cultivating for exemplary followers?

Seek to enhance their skill sets

Share the credit

Encourage and enhance dialogue

**All of the given options (Page # 20)**

**Question # 12 of 15 ( Start time: 05:20:41 PM ) Total Marks: 1**

Which of the following can't be influenced by a leader?

Attitude

Behavior

Personality

**Family**

**Question # 13 of 15 ( Start time: 05:21:00 PM ) Total Marks: 1**

The research suggests that charismatic leaders are likely to \_\_\_\_.

Invoke high performance among followers

Focus organizational visions around present accomplishments

**Motivate followers to become more extroverted**

Avoid media attention regarding their achievements

**Question # 14 of 15 ( Start time: 05:21:32 PM ) Total Marks: 1**

Which type of leadership focus on rewards in exchange for motivation, productivity effective task accomplishment?

**Transactional leadership (Page # 93)**

Transformational leadership

Charismatic leadership

Visionary leadership

**Question # 15 of 15 ( Start time: 05:22:13 PM ) Total Marks: 1**

Which of the following is the best definition of attitude?

Attitudes indicate how one will react to a given event

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

**Attitudes are evaluative statements of what one believes about something or someone (Page # 94)**

**Question # 1 of 15 ( Start time: 05:24:15 PM ) Total Marks: 1**

Which of the following can NOT be considered as a guideline for managers?

**Expand the range of choices (Not Sure)**

Make time for reflective planning

Concentrate on reacting to demands

Understand reasons for demands and constraints

**Question # 2 of 15 ( Start time: 05:25:05 PM ) Total Marks: 1**

Which one of the following is the reality of today's organizations?

Flexibility

**Change (Page # 1)**

Consistency

Homogeneity

**Question # 3 of 15 ( Start time: 05:25:30 PM ) Total Marks: 1**

Persons who are able to influence others and who possess managerial authority are called:

Mentor

Spokes person

Disseminator

**Leader (Page # 7)**

**Question # 4 of 15 ( Start time: 05:26:25 PM ) Total Marks: 1**

Hersey and Blanchard developed which of the following?

**Situational leadership theory (Page # 30)**

Cognitive resource theory

Managerial grid model

Path-goal theory

**Question # 5 of 15 ( Start time: 05:27:07 PM ) Total Marks: 1**

Which of the following describes the personality?

A combination of psychological traits that describes a person

A situation in which one can influence on the group members in the organization

A situation in which one can't influence on the group members in the organization

**None of the given options (Page # 36)**

**Question # 6 of 15 ( Start time: 05:27:55 PM ) Total Marks: 1**

Which of the following are the traits of charismatic leader?

Self confidence

A vision

The image of a change agent

**All of the given options (Page # 93)**

**Question # 7 of 15 ( Start time: 05:28:14 PM ) Total Marks: 1**

Which of the following is NOT a characteristic of today's organizations?

Flexibility

Outsourcing

Long-term employment

**Economy**

**Question # 8 of 15 ( Start time: 05:28:47 PM ) Total Marks: 1**

Which management roles include entrepreneur, disturbance handler, resource allocator and negotiator?

Interpersonal

Informational

**Decisional**

None of the given options

**Question # 9 of 15 ( Start time: 05:28:57 PM ) Total Marks: 1**

\_\_\_\_\_ is known as the guru of management.

Stephen P. Robins

Mary Coulter

**Peter Drucker (Page # 91)**

John C. Maxwell

**Question # 10 of 15 ( Start time: 05:29:27 PM ) Total Marks: 1**

Which of the following is NOT generally true?

Satisfied workers are productive workers

Productive workers are satisfied workers

Satisfaction is the major determinant of a worker's Organizational Citizenship Behavior

**Satisfaction comes down to fairness of outcomes, treatments or procedures**

**Question # 11 of 15 ( Start time: 05:29:55 PM ) Total Marks: 1**

Which of the following terms describes basic convictions that "a specific mode of conduct or end state of existence is personally or socially preferable to an opposite mode of conduct."

**Values (Page # 94)**

Attitudes

Convictions

Preferences

**Question # 12 of 15 ( Start time: 05:30:39 PM ) Total Marks: 1**

Which of the following is Not a category of followers with reference to leadership?

Pragmatic followers

Alienated followers

Conventional followers

**Proactive followers (Page # 17)**

**Question # 13 of 15 ( Start time: 05:30:56 PM ) Total Marks: 1**

According to Mintzberg, one of management's interpersonal roles is \_\_\_\_\_.

Spokesperson

**Leader**

Negotiator

Monitor

**Question # 14 of 15 ( Start time: 05:31:31 PM ) Total Marks: 1**

Organizational commitment is defined as \_\_\_\_\_.

**The degree to which an employee identifies with the organization they work for and its goals (Page # 40)**

An employee's belief that the organization they work for will go to considerable lengths to ensure that its employees are treated fairly

The degree to which an employee's sense of fulfillment and self worth is related to their job

The amount of effort an employee will make in order to keep or advance their position in an organization

**Question # 15 of 15 ( Start time: 05:32:33 PM ) Total Marks: 1**

Which is the primary management function in the initial stage of the organizational life cycle?

**Coordinating work activities**

Obtaining resources

Increasing member motivation

Improving efficiency

**Question # 1 of 15 ( Start time: 10:28:40 PM )**

Total Marks: 1

Which of the following would NOT be considered an organization?

Church

University

Military unit

**All adults in a given community**

**Question # 2 of 15 ( Start time: 10:29:15 PM )**

Total Marks: 1

Which of the following is the most important capital of an organization?

Financial

**Human**

Image

Copyright

**Question # 3 of 15 ( Start time: 10:30:35 PM )**

Total Marks: 1

Who fixes the blame for breakdown?

Manager

Leader

Instructor

Mentor

<http://vustudents.ning.com>

**Question # 4 of 15 ( Start time: 10:30:57 PM )**

Total Marks: 1

What is the best conclusion about the traits of managers?

Manager who is intelligent and highly motivated will be effective in any situation

Manager who is weak on any key trait is unlikely to be effective

Some traits improve the chance of being effective, but their relative importance depends on the situation

**The trait approach fails to provide useful insights about the reasons for effective leadership**

Question # 5 of 15 ( Start time: 10:31:34 PM )

Total Marks: 1

Which one of the following is the reality of today's organizations?

- Flexibility
- Change
- Consistency
- Homogeneity

<http://vustudents.ning.com>

Question # 6 of 15 ( Start time: 10:32:09 PM )

Total Marks: 1

\_\_\_\_\_ is known as the founder of Microsoft.

- Bill Gates
- Sam Walton
- Steve Jobs
- Andy Grove

Question # 7 of 15 ( Start time: 10:32:40 PM )

Total Marks: 1

Which of the following can NOT be considered as a guideline for managers?

- Expand the range of choices**
- Make time for reflective planning
- Concentrate on reacting to demands
- Understand reasons for demands and constraints

Question # 8 of 15 ( Start time: 10:33:49 PM )

Total Marks: 1

Leadership is best defined as \_\_\_\_\_

- The ability to influence a group in goal achievement (Page # 91)**
- Keeping order and consistency in the midst of change
- Implementing the vision and strategy provided by management
- Coordinating and staffing the organization and handling day-to-day problems

Question # 9 of 15 ( Start time: 10:34:11 PM )

Total Marks: 1

Forces that create the need for change include:

- Internal
- External
- Both**
- None of the above

Question # 10 of 15 ( Start time: 10:34:44 PM )

Total Marks: 1

The quality of a leader to foresee an organization's position is called:

- Mission
- Vision**
- Goal
- Objective

Question # 11 of 15 ( Start time: 10:35:22 PM )

Total Marks: 1

In comparison to low-level managers, most top executives:

- Are more focused on solving immediate problems
- Are more autocratic in their decision making
- Have a stronger concern about efficiency
- Have a longer time perspective

Question # 12 of 15 ( Start time: 10:36:04 PM )

Total Marks: 1

According to Mintzberg, which type of role is likely to get the highest priority?

**Entrepreneur**

- Spokesperson
- Disturbance handler
- Negotiator

Question # 13 of 15 ( Start time: 10:36:46 PM )

Total Marks: 1

Which of the following is NOT the quality of a leader?

- Vision
- Ability
- Enthusiasm

**Gender (Page # 22)**

Question # 14 of 15 ( Start time: 10:37:12 PM )

Total Marks: 1

Leaders always depend on their \_\_\_\_\_.

Select correct option:

- Children
- Friends
- Relatives

**Followers (Page # 17)**

Question # 15 of 15 ( Start time: 10:37:28 PM )

Total Marks: 1

Which of the following strategies are cultivating for exemplary followers?

- Empower them
- Acknowledge their power both publicly and privately
- Trust your followers

**All of the given options (Page # 20)**

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

Leadership is best defined as \_\_\_\_\_.

- ▶ [The ability to influence a group in goal achievement \(Page # 91\)](#)
- ▶ Keeping order and consistency in the midst of change
- ▶ Implementing the vision and strategy provided by management
- ▶ Coordinating and staffing the organization and handling day-to-day problems

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

Which management roles include entrepreneur, disturbance handler, resource allocator and negotiator?



- ▶ Interpersonal
- ▶ Informational
- ▶ **Decisional**
- ▶ None of the given options

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

Information roles include which of the following three roles?

- ▶ Disseminating, figurehead and liaison
- ▶ Monitor, resource allocator and negotiator
- ▶ Disturbance handler, monitor and entrepreneur
- ▶ **Monitor ,disseminator and spokesperson**

---

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

Decisional roles include which of following three roles?

- ▶ **Entrepreneur, disturbance handler and resource allocator**
- ▶ Disseminating, figurehead and liaison
- ▶ Monitor resource allocator and negotiator
- ▶ Disturbance handler, monitor and entrepreneur

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

Which of the following is **Not** true about decision processes in organizations?

- ▶ **Major decisions are made in an orderly, rational manner**
- ▶ Decision processes are prolonged for important decisions
- ▶ Decision processes are to some extent political
- ▶ Major decisions may result from a series of small, incremental choices

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

A situation in which one can influence ~~on~~ the group member or in the organization is called:

- ▶ Exposure
- ▶ Experience
- ▶ **Position (Page # 21)**
- ▶ Action

---

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

Someone subscribing to theory X would agree with which of the following statements?

- ▶ **Individuals are dominated by Maslow's lower level needs**
- ▶ Individuals are dominated by Maslow's higher level needs
- ▶ Individuals are not clearly dominated by any particular level of Maslow's hierarchy of needs
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**Question No: 8 ( Marks: 1 ) - Please choose one**

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- ▶ Mission
- ▶ **Vision**
- ▶ Goal
- ▶ Objective

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

To achieve goals, leaders need which of the following factors?

- ▶ Stamina
-

- ▶ Energy
- ▶ Health
- ▶ [All of the given options](#)

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

The degree to which job assignments are procedurized is classified in the Fiedler model as

- ▶ Leader-member relations
- ▶ Initiating structure
- ▶ Task orientation
- ▶ [Task structure \(Page # 30\)](#)

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

According to which of the following leadership styles the main role of the leader is to facilitate and communicate?

- ▶ Telling
- ▶ Selling
- ▶ Participating
- ▶ [Delegating](#)

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Which of the following can be the best description of high LPC leader?

- ▶ [Very critical of coworkers with whom it is difficult to work](#)
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- ▶ Has a primary motivation to maintain cooperative relationships

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

Which type of leadership focus on rewards in exchange for motivation, productivity effective task accomplishment?

- ▶ [Transactional leadership \(Page # 33\)](#)
- ▶ Transformational leadership
- ▶ Charismatic leadership
- ▶ Visionary leadership

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

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

- ▶ Genetic inheritance
- ▶ Gender
- ▶ Height
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The belief that “violence is wrong” is an evaluative statement. Such an opinion falls in which component of an attitude.

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- ▶ [Behavioral](#)

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

Which of the following statements would have been most likely made by an employee with a high degree of job involvement?

- ▶ [“My skills make me exceptionally valuable to the company.”](#)
- ▶ “I’m a harder worker than most of my colleagues, even to the degree I am carrying some of the lazier ones.”



▶ "It felt great to get promoted; I guess the guys upstairs really did appreciate the way I had been running things."

▶ "I love my job, it is engaging, well-paid, and low pressure enough that I don't have to be always worrying about it in my time off."

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

Which of the following is true regarding the relationship between satisfaction and absenteeism?

- ▶ There is a consistent positive relationship between the two
- ▶ [There is a consistent negative relationship between the two](#)
- ▶ There is a curvilinear relationship between the two
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**Question No: 18 ( Marks: 1 ) - Please choose one**

Two people see the same thing at the same time yet interpret it differently. Where do the factors that operate to shape their dissimilar perceptions reside?

- ▶ [The perceivers \(Page # 40\)](#)
- ▶ The target
- ▶ The timing
- ▶ The context

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

All of the following are classifications on the Myers-Briggs Type Indicator **except**:

- ▶ Perceiving/judging
- ▶ **Independent/dependent (Page # 43)**
- ▶ Extroverted/introverted
- ▶ Sensing/intuitive

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

According to Sheila Murray, which of the following is **Not** true?

- ▶ Leaders have a mission
- ▶ Leaders are big thinkers
- ▶ [Leaders avoid risk \(Page # 45\)](#)
- ▶ Leaders use power wisely

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

Which of the following is the power to give positive benefit or rewards?

- ▶ Reward Power
- ▶ [Coercive power \(Page # 58\)](#)
- ▶ Expert power
- ▶ Referent power

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

Which employee trait is **Least** likely to facilitate effective empowerment?

- ▶ High need for achievement
- ▶ External locus of control orientation
- ▶ High self acceptance
- ▶ [Relevant technical knowledge](#)

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

Which level of Maslow's hierarchy of needs deals with satisfying one's hunger, thirst, and need for sex?

- ▶ Safety
- ▶ [Physiological \(Page # 75\)](#)

- ▶ Social
- ▶ Esteem

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

According to Maslow, when does a need stop motivating?

- ▶ When it is substantially satisfied
- ▶ It never stops motivating
- ▶ **When one returns to a lower level need**
- ▶ When one chooses to move to a higher level need

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

Which of the following were considered higher-order needs by Maslow?

- ▶ Safety, social, esteem
- ▶ Esteem, self-actualization, safety
- ▶ Social, esteem, self-actualization
- ▶ **Physiological, safety, social**

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

Which of the following is a need theory of motivation?

- ▶ **Maslow's need hierarchy theory**
- ▶ Alderrfer's ERG theory
- ▶ Two factor theory
- ▶ All of the given options

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

In a crisis situation, effective leaders are likely to:

- ▶ **Consult with subordinates (Not Sure)**
- ▶ Reduce their exposure
- ▶ Act more decisively
- ▶ **None of the given options**

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Which of the following processes is emphasized in the definition of leadership?

- ▶ **Influencing followers to have complete trust in the leader**
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- ▶ Empowering each follower to become self reliant

**Question No: 29 ( Marks: 3 )**

List down the impression management strategies adopted by employees?

**Answer : Following may considered strategies**

**A - The Demotion-preventative strategies**

- ☐ **Accounts**
- ☐ **Apologies**
- ☐ **Disassociation**

**B- Promotion-enhancing strategies**

- ☐ **Entitlement**
- ☐ **Enhancement**
- ☐ **Obstacles disclosures**
- ☐ **Association**

**Question No: 30 ( Marks: 3 )**

Which power is the ultimate source of an individual's power in organization? Discuss .

---

**Answer : Legitimate power confers on an individual the legitimate authority to control and use organizational resources to achieved the organizational goals. Legitimate power is the ultimate source of an individual's power in an organization.**

**Question No: 31 ( Marks: 5 )**

Suppose you want to become a charismatic leader. What are the key qualities that you must have in yourself to become a charismatic leader?

**Answer : Charismatic leaders shall have but not limited to the following qualities**

- Self-confidence
- A vision
- Strong conviction in that vision.
- Out of the ordinary behavior
- The image of a change agent

**Question No: 32 ( Marks: 5 )**

Differentiate motivators from hygiene factors as proposed by Herzberg?

**Answer : The Motivators has a focal point to discussed with Achievement, Recognition, Work itself, Responsibility and Advancement.**

**While the hygienic factors deals the recognition of the causes of the dissatisfaction with works such as Interpersonal relationships, Company policy/administration, Supervision and Salary. .etc.**

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

As a manager, one of Ahsan's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ahsan acting in when he does this?

- ▶ Leadership role
- ▶ Liaison role
- ▶ **Monitor role**
- ▶ Figurehead role

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

What is the best conclusion about the traits of managers?

- ▶ Manager who is intelligent and highly motivated will be effective in any situation
- ▶ Manager who is weak on any key trait is unlikely to be effective
- ▶ Some traits improve the chance of being effective, but their relative importance depends on the situation
- ▶ **The trait approach fails to provide useful insights about the reasons for effective leadership**

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

What is the most important need for people who become leaders?

- ▶ Achievement
- ▶ **Affiliation**
- ▶ Power
- ▶ Esteem

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

Which of the following best describes the exemplary follower?

- ▶ **They are creative, risk takers and also add value in organization in any form**
  - ▶ They are just spending/passing time and also require an excessive amount of
-

supervision

- ▶ They have lack of creativity; they don't take bold decisions and not taking risk
- ▶ They think about themselves, but some time play a very important role as critics

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

Which of the following best knows "how work is done"?

- ▶ Leader
- ▶ Instructor
- ▶ Mentor
- ▶ **Manager**

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

Which of the following followers are ideal followers for a leader?

- ▶ Alienated followers
- ▶ **Exemplary followers**
- ▶ Proactive followers
- ▶ Pragmatic followers

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

Someone subscribing to theory X would agree with which of the following statements?

- ▶ **Individuals are dominated by Maslow's lower level needs**
- ▶ Individuals are dominated by Maslow's higher level needs
- ▶ Individuals are not clearly dominated by any particular level of Maslow's hierarchy of needs
- ▶ Individuals are in reality independent of Maslow's hierarchy of needs

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

According to University of Michigan researchers, which type of leaders is associated with higher group productivity and higher job satisfaction?

- ▶ Situational
- ▶ **Employee-oriented**
- ▶ Production-oriented
- ▶ Initiating structure-oriented

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

Which of the following are the leadership behaviors identified by path-goal theory?

- ▶ Supportive, employee-oriented, laissez-faire and participative
- ▶ Achievement-oriented, supportive, humanistic, and directive
- ▶ **Participative, achievement-oriented, directive, and supportive (Page # 30)**
- ▶ Directive, participative, supportive, and laissez-faire

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

Which theory states that people are born with certain characteristics that predispose them to being leaders?

- ▶ Theory X
- ▶ Theory Y
- ▶ Contingency theory
- ▶ **Trait theory**

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

Which of the following leadership is the ability to create and articulate a realistic, credible, and attractive vision of the future for an organization or organizational unit that grows out of and improves on the future.

- ▶ **Visionary (Page # 35)**
- ▶ Charismatic

- ▶ Transactional
- ▶ Transformational

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

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

- ▶ Genetic inheritance
- ▶ Gender
- ▶ Height
- ▶ **Experience**

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

Which of the following is **NOT** the quality of a person having type “B” personality?

- ▶ Easy going
- ▶ Relaxed
- ▶ Able to listen carefully
- ▶ **Impatient**

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

Which of the following is usually the original source of an organization’s culture?

- ▶ **Is shared among the first workers hired into the organization**
- ▶ Is formulated by the board of directors when the organization is formed
- ▶ Identifies when the organization is successful doing
- ▶ Identifies what the organization is successful doing

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

Which of the following is **Not** the situational factor in leadership process?

- ▶ Size of organization
- ▶ **Organization life cycle stage (Page # 48)**
- ▶ Culture
- ▶ Customers

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

Which of the following is **NOT** the competency of a leader?

- ▶ Leading the organization
- ▶ Leading others
- ▶ Leading oneself
- ▶ **Leading one by one (Page # 52)**

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

Which of the following ways the formal leaders get some of their authority?

- ▶ Through situation
- ▶ **Through position (Page # 56)**
- ▶ Through dependency
- ▶ Through motivation

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

Which of the following ways the informal leaders get their authority?

- ▶ Through situation
- ▶ Through motivation
- ▶ Through position
- ▶ **Through charisma (Page # 56)**

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

Which of the following power is not included among person powers?

- ▶ Expert power
- ▶ Charisma power
- ▶ Rational power
- ▶ **Legitimate power (Page # 63)**

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

The decision procedure that empowers a subordinate the most is:

- ▶ **Joint decision-making**
- ▶ Delegation
- ▶ Proactive consultation
- ▶ Reactive consultation

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

What is the **Least** important reason for delegating to subordinates?

- ▶ **Get rid of tedious tasks that are time wasters**
- ▶ Develop subordinate skills and confidence
- ▶ Make the job of subordinates more interesting
- ▶ Increase subordinate commitment to a task

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

Imran is a student who cannot work at writing a paper for more than 30 minutes, yet he can spend many hours writing comments on blogs. What accounts for the change in motivation in this case?

- ▶ His ability
- ▶ The situation
- ▶ **His personality**
- ▶ The congruence

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

The most well-known theory of motivation is Abraham Maslow's \_\_\_\_\_.

- ▶ Theories X and Y
- ▶ **Hierarchy of Needs**
- ▶ Two-factor Theory
- ▶ Motivator-Hygiene Theory

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

In a crisis situation, effective leaders are likely to:

- ▶ **Consult with subordinates**
- ▶ Reduce their exposure
- ▶ Act more decisively
- ▶ None of the given options

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

Traditional organizations are:

- ▶ Dynamic
- ▶ Skill focused
- ▶ Flexible
- ▶ **Inflexible**

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

Management is more concerned about building:

- ▶ Social relations
- ▶ Moral relations

- ▶ Ethical relations
- ▶ **Working relations**

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

Which of the following has become the most important reality of today's technologically advanced organizations?

- ▶ Collaboration
- ▶ **Change**
- ▶ Consistency
- ▶ Homogeneity

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

Organizational commitment is defined as \_\_\_\_\_.

- ▶ **The degree to which an employee identifies with the organization they work for and its goals**
- ▶ An employee's belief that the organization they work for will go to considerable lengths to ensure that its employees are treated fairly
- ▶ The degree to which an employee's sense of fulfillment and self worth is related to their job
- ▶ The amount of effort an employee will make in order to keep or advance their position in an organization

**Question No: 29 ( Marks: 3 )**

When does culture effects on behavior?

Culture always effects on behavior as we exert actions and make things that resides in our society. A good behavior is indeed grown up in healthy environment and it always needs.

**Question No: 30 ( Marks: 3 )**

How leaders become powerful? Identify two faces of power.

Leader becomes powerful by getting motivational support by his followers and it is same time drawback if he get something wrong. Some times power ruins us.

**Question No: 31 ( Marks: 5 )**

How can charismatic leadership hurt an organization?

A charismatic leadership can hurt an organization in many ways, you should make the procedures & rules that organization never depends upon single personality there should be alternate to the leadership who can takeover in any deadlock.

**Question No: 32 ( Marks: 5 )**

What are the five common ingredients of great leaders? Comment in the light of theory provided by Warren Bennis

Open to all questions.

Dynamic

Effective influence over his followers.

Motivational

Proactive

Take team go beyond the minds of his followers.



**MIDTERM EXAMINATION**  
**Spring 2010**

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**B- Promotion-enhancing strategies**

- ☐ Entitlement
- ☐ Enhancement
- ☐ Obstacles disclosures
- ☐ Association

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**Question No: 30 ( Marks: 3 )**

Which power is the ultimate source of an individual's power in organization? Discuss .

**Answer : Legitimate power confers on an individual the legitimate authority to control and use organizational resources to achieved the organizational goals. Legitimate power is the ultimate source of an individual's power in an organization.**

**Question No: 31 ( Marks: 5 )**

Suppose you want to become a charismatic leader. What are the key qualities that you must have in yourself to become a charismatic leader?

**Answer : Charismatic leaders shall have but not limited to the following qualities.**

- Self-confidence**
- A vision**
- Strong conviction in that vision.**
- Out of the ordinary behavior**
- The image of a change agent**

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**Question No: 32 ( Marks: 5 )**

Differentiate motivators from hygiene factors as proposed by Herzberg?

Answer : The Motivators has a focal point to discussed with Achievement, Recognition, Work itself, Responsibility and Advancement.

While the hygienic factors deals the recognition of the causes of the dissatisfaction with works such as Interpersonal relationships, Company policy/administration, Supervision and Salary. .etc.

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