

## **Multiple Choice Question & Answer**

### **1. What does organizational behavior primarily study?**

- a) External market dynamics
- b) Individual and group behavior within organizations
- c) Political theories
- d) Global economic trends

Answer: b) Individual and group behavior within organizations

### **2. Why is understanding human behavior crucial in organizations?**

- a) To manipulate employees
- b) To increase employee turnover
- c) For effective management and productivity
- d) To create conflicts among team members

Answer: c) For effective management and productivity

### **3. Which of the following is NOT an importance of organizational behavior?**

- a) Enhancing communication
- b) Fostering conflicts
- c) Improving teamwork
- d) Enhancing decision-making

Answer: b) Fostering conflicts

### **4. What disciplines does organizational behavior draw from?**

- a) Anthropology and biology
- b) Physics and chemistry
- c) Psychology, sociology, and management theories
- d) History and literature

Answer: c) Psychology, sociology, and management theories

**5. Which of the following is part of the scope of organizational behavior?**

- a) Marketing strategies
- b) Environmental sustainability
- c) Individual behavior
- d) Weather patterns

Answer: c) Individual behavior

**6. What does the systems model of organizational behavior emphasize?**

- a) Individual behavior only
- b) Interdependence of various elements within an organization
- c) Static organizational structure
- d) Hierarchical decision-making

Answer: b) Interdependence of various elements within an organization

**7. Which model of organizational behavior highlights the importance of situational factors?**

- a) Systems Model
- b) Contingency Model
- c) Social Learning Theory
- d) Organizational Culture Model

Answer: b) Contingency Model

**8. According to Maslow's Hierarchy of Needs theory, which needs are prioritized first?**

- a) Social needs
- b) Esteem needs

- c) Self-actualization needs
- d) Physiological needs

Answer: d) Physiological needs

**9. What does Herzberg's Two-Factor Theory suggest about job satisfaction?**

- a) It's primarily influenced by salary
- b) It's unrelated to working conditions
- c) It's influenced by both hygiene factors and motivators
- d) It's solely dependent on organizational structure

Answer: c) It's influenced by both hygiene factors and motivators

**10. Expectancy Theory proposes that individuals are motivated when they:**

- a) Have high job titles
- b) Believe effort leads to performance, and performance leads to desired rewards
- c) Are isolated from colleagues
- d) Have no control over their work tasks

Answer: b) Believe effort leads to performance, and performance leads to desired rewards

**11. What is the main emphasis of organizational culture models?**

- a) Individual behavior
- b) External market analysis
- c) Organizational values, norms, and beliefs
- d) Political theories

Answer: c) Organizational values, norms, and beliefs

**12. What does the Social Learning Theory suggest about behavior?**

- a) It's solely determined by genetics
- b) It's learned through observation and imitation
- c) It's immutable and cannot be changed
- d) It's completely random

Answer: b) It's learned through observation and imitation

**13. In organizational behavior, what is the significance of studying group dynamics?**

- a) It has no significance
- b) It helps in fostering conflicts
- c) It enhances decision-making and productivity
- d) It only increases inefficiency

Answer: c) It enhances decision-making and productivity

**14. Which of the following is NOT a component of the framework of organizational behavior?**

- a) Individual behavior
- b) Market trends
- c) Organizational culture
- d) Group behavior

Answer: b) Market trends

**15. How does organizational behavior contribute to effective management?**

- a) By ignoring individual differences
- b) By discouraging communication
- c) By promoting understanding of human behavior
- d) By encouraging authoritarian leadership

Answer: c) By promoting understanding of human behavior

**16. What aspect of human behavior does Maslow's Hierarchy of Needs focus on?**

- a) Physical needs only
- b) Social needs only
- c) Psychological and emotional needs
- d) Intellectual needs only

Answer: c) Psychological and emotional needs

**17. What does the Contingency Model of organizational behavior stress?**

- a) The importance of a fixed organizational structure
- b) That there's only one best way to manage organizations
- c) That organizational behavior is always predictable
- d) The importance of situational factors

Answer: d) The importance of situational factors

**18. Which model of organizational behavior emphasizes the interconnectedness of various organizational elements?**

- a) Contingency Model
- b) Systems Model
- c) Social Learning Theory
- d) Organizational Culture Model

Answer: b) Systems Model

**19. According to Herzberg, which factors are termed as 'hygiene factors'?**

- a) Factors that directly motivate employees
- b) Factors that lead to job dissatisfaction if absent

- c) Factors that enhance creativity
- d) Factors that are solely related to monetary rewards

Answer: b) Factors that lead to job dissatisfaction if absent

**20. What is the primary focus of the Expectancy Theory?**

- a) The importance of hierarchy in organizations
- b) The influence of individual personality traits on behavior
- c) The relationship between effort, performance, and rewards
- d) The role of group dynamics in decision-making

Answer: c) The relationship between effort, performance, and rewards

**21. What is the primary emphasis of the Systems Model of organizational behavior?**

- a) The importance of individual behavior
- b) The interdependence of various elements within an organization
- c) The predictability of organizational behavior
- d) The insignificance of organizational culture

Answer: b) The interdependence of various elements within an organization

**22. Which theory suggests that individuals learn behaviors by observing others?**

- a) Expectancy Theory
- b) Social Learning Theory
- c) Maslow's Hierarchy of Needs
- d) Herzberg's Two-Factor Theory

Answer: b) Social Learning Theory

**23. In organizational behavior, what does the term 'culture' refer to?**

- a) The ethnic backgrounds of employees
- b) The dress code of the organization
- c) The shared values and beliefs within an organization
- d) The technological infrastructure of the organization

Answer: c) The shared values and beliefs within an organization

**24. What is the central theme of the Organizational Culture Model?**

- a) Individual behavior
- b) External market forces
- c) Organizational values, norms, and beliefs
- d) Personal motivations

Answer: c) Organizational values, norms, and beliefs

**25. According to Maslow, which needs are considered basic physiological needs?**

- a) Safety needs
- b) Esteem needs
- c) Self-actualization needs
- d) Food, water, and shelter

Answer: d) Food, water, and shelter

**26. What is the primary objective of studying organizational behavior?**

- a) To increase organizational bureaucracy
- b) To decrease employee engagement
- c) To understand and manage human behavior within organizations
- d) To ignore individual differences

Answer: c) To understand and manage human behavior within organizations

**27. Which of the following is a characteristic of organizational behavior?**

- a) Isolation from external influences
- b) Dynamic and evolving nature
- c) Static and unchanging principles
- d) Singular focus on individual behavior

Answer: b) Dynamic and evolving nature

**28. What does the study of group behavior in organizational behavior primarily focus on?**

- a) Encouraging conflicts among team members
- b) Enhancing communication within teams
- c) Suppressing creativity
- d) Reducing teamwork effectiveness

Answer: b) Enhancing communication within teams

**29. Which of the following is NOT a component of organizational behavior models?**

- a) Financial accounting
- b) Systems Model
- c) Social Learning Theory
- d) Organizational Culture Model

Answer: a) Financial accounting

**30. What does Maslow's Hierarchy of Needs theory propose about human motivation?**

- a) That it's solely influenced by external factors
- b) That it's unrelated to individual needs
- c) That it progresses through different levels of needs



d) That it's static and unchanging

Answer: c) That it progresses through different levels of needs

**31. Which model of organizational behavior emphasizes the importance of understanding situational factors?**

- a) Systems Model
- b) Contingency Model
- c) Social Learning Theory
- d) Organizational Culture Model

Answer: b) Contingency Model

**32. According to Herzberg's Two-Factor Theory, what are motivator factors?**

- a) Factors that lead to job dissatisfaction if absent
- b) Factors that enhance creativity
- c) Factors that are solely related to monetary rewards
- d) Factors that directly motivate employees

Answer: d) Factors that directly motivate employees

**33. What is the central idea of the Expectancy Theory?**

- a) That organizational behavior is unpredictable
- b) That individual effort does not lead to performance
- c) That performance leads to rewards
- d) That organizational culture has no impact on motivation

Answer: c) That performance leads to rewards

**34. Which theory emphasizes the importance of observational learning in shaping behavior?**

- a) Maslow's Hierarchy of Needs
- b) Herzberg's Two-Factor Theory
- c) Expectancy Theory
- d) Social Learning Theory

Answer: d) Social Learning Theory

**35. What aspect of organizational behavior does the Contingency Model emphasize?**

- a) The importance of a fixed organizational structure
- b) The predictability of human behavior
- c) The influence of situational factors
- d) The insignificance of organizational culture

Answer: c) The influence of situational factors

**36. In organizational behavior, what does the term 'individual behavior' refer to?**

- a) Behavior of a single person in isolation
- b) Behavior of employees only
- c) Collective behavior of a group
- d) Behavior of employees within an organization

Answer: d) Behavior of employees within an organization

**37. What does the term 'organizational culture' refer to?**

- a) The ethnic diversity within an organization
- b) The dress code of employees
- c) The shared values and beliefs within an organization
- d) The technological infrastructure of the organization

Answer: c) The shared values and beliefs within an organization

**38. What is the primary focus of the Systems Model of organizational behavior?**

- a) The importance of individual behavior
- b) The interdependence of various elements within an organization
- c) The predictability of organizational behavior
- d) The insignificance of organizational culture

Answer: b) The interdependence of various elements within an organization

**39. Which theory suggests that individuals are motivated by a hierarchy of needs?**

- a) Expectancy Theory
- b) Social Learning Theory
- c) Maslow's Hierarchy of Needs
- d) Herzberg's Two-Factor Theory

Answer: c) Maslow's Hierarchy of Needs

**40. What is the primary emphasis of the Organizational Culture Model?**

- a) Individual behavior
- b) External market forces
- c) Organizational values, norms, and beliefs
- d) Personal motivations

Answer: c) Organizational values, norms, and beliefs

**41. According to Maslow, which needs are considered higher-level needs?**

- a) Physiological needs
- b) Safety needs
- c) Self-esteem needs

d) Social needs

Answer: c) Self-esteem needs

**42. What aspect of human behavior does the Social Learning Theory focus on?**

a) Genetic predispositions

b) Individual desires

c) Observational learning

d) Fixed personality traits

Answer: c) Observational learning

**43. Which model of organizational behavior emphasizes the adaptability of organizations to external factors?**

a) Systems Model

b) Contingency Model

c) Social Learning Theory

d) Organizational Culture Model

Answer: b) Contingency Model

**44. What does Herzberg's Two-Factor Theory suggest about job satisfaction?**

a) It's solely influenced by salary

b) It's unrelated to working conditions

c) It's influenced by both hygiene factors and motivators

d) It's solely dependent on organizational structure

Answer: c) It's influenced by both hygiene factors and motivators

**45. According to Expectancy Theory, what motivates individuals?**

- a) Salary alone
- b) Effort leading to performance and performance leading to rewards
- c) Organizational hierarchy
- d) Isolation from colleagues

Answer: b) Effort leading to performance and performance leading to rewards

**46. What is the primary focus of the Systems Model of organizational behavior?**

- a) The importance of individual behavior
- b) The interdependence of various elements within an organization
- c) The predictability of organizational behavior
- d) The insignificance of organizational culture

Answer: b) The interdependence of various elements within an organization

**47. What does the Social Learning Theory propose regarding behavior?**

- a) It's solely determined by genetics
- b) It's learned through observation and imitation
- c) It's immutable and cannot be changed
- d) It's completely random

Answer: b) It's learned through observation and imitation

**48. In organizational behavior, what is the significance of studying group dynamics?**

- a) It has no significance
- b) It helps in fostering conflicts
- c) It enhances decision-making and productivity
- d) It only increases inefficiency

Answer: c) It enhances decision-making and productivity

**49. Which of the following is NOT a component of the framework of organizational behavior?**

- a) Individual behavior
- b) Market trends
- c) Organizational culture
- d) Group behavior

Answer: b) Market trends

**50. How does organizational behavior influence workplace dynamics?**

- a) By disregarding the significance of individual differences
- b) By fostering an inclusive environment
- c) By fostering an inclusive environment
- d) By neglecting organizational culture and values

Answer: b) By fostering an inclusive environment

**51. What are the different types of personality?**

- a) Introvert and Extrovert
- b) Type A and Type B
- c) Authoritarian and Democratic
- d) Optimistic and Pessimistic

Answer: a) Introvert and Extrovert

**52. Which of the following is not a factor influencing personality?**

- a) Genetics
- b) Environment
- c) Cultural influences
- d) Learning style

Answer: d) Learning style

**53. According to the psychodynamic theory, which component of personality operates on the pleasure principle?**

- a) Ego
- b) Superego
- c) Id
- d) Subconscious mind

Answer: c) Id

**54. What type of learners primarily learn through visual aids and demonstrations?**

- a) Auditory learners
- b) Kinesthetic learners
- c) Visual learners
- d) Tactile learners

Answer: c) Visual learners

**55. Which stage of the learning process involves encoding information into memory?**

- a) Acquisition
- b) Retention
- c) Retrieval
- d) Attention

Answer: a) Acquisition

**56. According to behaviorist theory, what is the process of learning by association called?**

- a) Classical conditioning

- b) Operant conditioning
- c) Observational learning
- d) Insight learning

Answer: a) Classical conditioning

**57. Which type of misbehavior involves disruptive actions towards authority figures?**

- a) Passive aggression
- b) Oppositional defiant disorder
- c) Conduct disorder
- d) Antisocial behavior

Answer: b) Oppositional defiant disorder

**58. How does emotional labor differ from emotional intelligence?**

- a) Emotional labor involves managing one's own emotions, while emotional intelligence involves understanding others' emotions.
- b) Emotional labor focuses on suppressing emotions, while emotional intelligence focuses on expressing emotions.
- c) Emotional labor is an individual trait, while emotional intelligence is a situational skill.
- d) Emotional labor is necessary for success, while emotional intelligence is optional.

Answer: a) Emotional labor involves managing one's own emotions, while emotional intelligence involves understanding others' emotions.

**59. Which theory of emotion suggests that physiological arousal precedes the experience of emotion?**

- a) James-Lange theory
- b) Cannon-Bard theory
- c) Schachter-Singer theory



d) Facial feedback hypothesis

Answer: a) James-Lange theory

**60. What are the components of attitudes?**

a) Affective, cognitive, and behavioral

b) Positive, neutral, and negative

c) Internal, external, and situational

d) Emotional, rational, and irrational

Answer: a) Affective, cognitive, and behavioral

**61. What is the process of forming attitudes through direct experience or interaction called?**

a) Socialization

b) Conditioning

c) Attribution

d) Persuasion

Answer: b) Conditioning

**62. Which of the following is not a factor influencing perception?**

a) Culture

b) Experience

c) Emotions

d) Personality

Answer: d) Personality

**63. What is the term for the process of interpreting information to give it meaning?**

a) Sensation

- b) Attention
- c) Organization
- d) Perception

Answer: d) Perception

**64. Which of the following is not a type of interpersonal perception?**

- a) Stereotyping
- b) Halo effect
- c) Selective perception
- d) Subliminal perception

Answer: d) Subliminal perception

**65. What is the term for the systematic attempt to manage impressions that others form of us?**

- a) Self-serving bias
- b) Self-disclosure
- c) Impression management
- d) Self-fulfilling prophecy

Answer: c) Impression management

**66. What is the psychological process that causes arousal, direction, and persistence of behavior?**

- a) Personality
- b) Perception
- c) Motivation
- d) Learning

Answer: c) Motivation

**67. Which of the following is not a type of motivation?**

- a) Intrinsic motivation
- b) Extrinsic motivation
- c) Achievement motivation
- d) Reflexive motivation

Answer: d) Reflexive motivation

**68. Which theory of motivation suggests that individuals are motivated by unmet needs?**

- a) Self-determination theory
- b) Expectancy theory
- c) Hierarchy of needs theory
- d) Two-factor theory

Answer: c) Hierarchy of needs theory

**69. How does intrinsic motivation differ from extrinsic motivation?**

- a) Intrinsic motivation comes from within, while extrinsic motivation comes from external rewards.
- b) Intrinsic motivation is more powerful than extrinsic motivation.
- c) Extrinsic motivation leads to higher job satisfaction compared to intrinsic motivation.
- d) Intrinsic motivation is easier to sustain over time than extrinsic motivation.

Answer: a) Intrinsic motivation comes from within, while extrinsic motivation comes from external rewards.

**70. What effect does motivation have on work behavior?**

- a) It has no significant impact.
- b) It increases productivity but decreases job satisfaction.
- c) It increases both productivity and job satisfaction.

d) It decreases productivity but increases job satisfaction.

Answer: c) It increases both productivity and job satisfaction.

**71. What type of personality trait describes individuals who are typically reserved and introspective?**

- a) Type A
- b) Introverted
- c) Extroverted
- d) Type B

Answer: b) Introverted

**72. Which factor does not influence personality development?**

- a) Heredity
- b) Socialization
- c) Environment
- d) Taste preferences

Answer: d) Taste preferences

**73. According to Maslow's hierarchy of needs, which need must be satisfied before self-esteem needs?**

- a) Safety needs
- b) Physiological needs
- c) Love and belongingness needs
- d) Self-actualization needs

Answer: c) Love and belongingness needs

**74. Which type of learner prefers learning through hands-on activities and experiments?**

- a) Visual learners
- b) Auditory learners
- c) Kinesthetic learners
- d) Tactile learners

Answer: c) Kinesthetic learners

**75. What stage of learning involves the reinforcement or punishment of behaviors?**

- a) Acquisition
- b) Retention
- c) Retrieval
- d) Motivation

Answer: d) Motivation

**76. What type of misbehavior involves intentionally breaking established rules or norms?**

- a) Passive aggression
- b) Oppositional defiant disorder
- c) Conduct disorder
- d) Antisocial behavior

Answer: c) Conduct disorder

**77. Which term describes the ability to understand and regulate one's own emotions as well as empathize with others?**

- a) Emotional labor
- b) Emotional intelligence
- c) Emotional stability
- d) Emotional resilience

Answer: b) Emotional intelligence

**78. According to the Cannon-Bard theory of emotion, what happens simultaneously with physiological arousal?**

- a) Emotional experience
- b) Cognitive appraisal
- c) Behavioral response
- d) Expression of emotion

Answer: a) Emotional experience

**79. Which component of attitudes involves the emotional reaction associated with an attitude object?**

- a) Affective component
- b) Cognitive component
- c) Behavioral component
- d) Reactive component

Answer: a) Affective component

**80. What term describes the process by which individuals form an overall impression of someone based on a single trait?**

- a) Stereotyping
- b) Halo effect
- c) Projection
- d) Attribution

Answer: b) Halo effect

**81. Which of the following is not a type of motivation according to Maslow's hierarchy of needs?**

- a) Physiological needs

- b) Safety needs
- c) Esteem needs
- d) Existential needs

Answer: d) Existential needs

**82. What is the term for the process of changing one's behavior or cognition in response to social pressure?**

- a) Conformity
- b) Compliance
- c) Obedience
- d) Social facilitation

Answer: a) Conformity

**83. Which theory of motivation suggests that behavior is motivated by the desire to maintain a level of internal physiological balance?**

- a) Drive reduction theory
- b) Self-determination theory
- c) Expectancy theory
- d) Goal-setting theory

Answer: a) Drive reduction theory

**84. What type of learners prefer learning through listening and verbal instruction?**

- a) Visual learners
- b) Auditory learners
- c) Kinesthetic learners
- d) Tactile learners

Answer: b) Auditory learners

**85. Which stage of the learning process involves storing information in memory for later retrieval?**

- a) Acquisition
- b) Retention
- c) Retrieval
- d) Attention

Answer: b) Retention

**86. According to operant conditioning theory, which of the following is an example of positive reinforcement?**

- a) Giving a timeout for misbehavior
- b) Removing a favorite toy for misbehavior
- c) Praising a child for completing homework
- d) Ignoring a child's tantrum

Answer: c) Praising a child for completing homework

**87. What type of misbehavior involves indirectly expressing aggression or hostility?**

- a) Passive aggression
- b) Oppositional defiant disorder
- c) Conduct disorder
- d) Antisocial behavior

Answer: a) Passive aggression

**88. Which term describes the ability to accurately perceive, understand, and regulate emotions in oneself and others?**

- a) Emotional intelligence
- b) Emotional labor



- c) Emotional stability
- d) Emotional resilience

Answer: a) Emotional intelligence

**89. According to the Schachter-Singer theory of emotion, which component of emotion involves the interpretation of physiological arousal in context?**

- a) Physiological arousal
- b) Cognitive appraisal
- c) Emotional experience
- d) Behavioral response

Answer: b) Cognitive appraisal

**90. Which component of attitudes involves the beliefs or thoughts one holds about an attitude object?**

- a) Affective component
- b) Cognitive component
- c) Behavioral component
- d) Reactive component

Answer: b) Cognitive component

**91. What term describes the tendency to attribute one's successes to internal factors and failures to external factors?**

- a) Self-serving bias
- b) Self-disclosure
- c) Self-fulfilling prophecy
- d) Self-actualization

Answer: a) Self-serving bias

**92. Which theory of motivation suggests that individuals are motivated by the expectation of achieving desirable outcomes?**

- a) Drive reduction theory
- b) Self-determination theory
- c) Expectancy theory
- d) Goal-setting theory

Answer: c) Expectancy theory

**93. What type of motivation arises from within the individual and is driven by personal enjoyment or interest in the task?**

- a) Extrinsic motivation
- b) Intrinsic motivation
- c) Achievement motivation
- d) Social motivation

Answer: b) Intrinsic motivation

**94. Which stage of perception involves selecting which stimuli to focus on from the environment?**

- a) Sensation
- b) Attention
- c) Organization
- d) Interpretation

Answer: b) Attention

**95. What term describes the process of assigning meaning to sensory information?**

- a) Sensation
- b) Attention
- c) Interpretation

d) Perception

Answer: d) Perception

**96. According to the hierarchy of needs theory, which need must be satisfied before higher-level needs become motivating factors?**

- a) Esteem needs
- b) Safety needs
- c) Physiological needs
- d) Self-actualization needs

Answer: c) Physiological needs

**97. What type of learner prefers learning through physical activities and hands-on experiences?**

- a) Visual learners
- b) Auditory learner
- c) Kinesthetic learners
- d) Tactile learners

Answer: c) Kinesthetic learners

**98. Which stage of learning involves recalling stored information when needed?**

- a) Acquisition
- b) Retention
- c) Retrieval
- d) Motivation

Answer: c) Retrieval

**99. According to operant conditioning theory, what term describes the process of removing an aversive stimulus to increase the likelihood of a behavior recurring?**

- a) Positive reinforcement
- b) Negative reinforcement
- c) Positive punishment
- d) Negative punishment

Answer: b) Negative reinforcement

**100. What type of misbehavior involves violating social norms and disregarding the rights of others?**

- a) Passive aggression
- b) Oppositional defiant disorder
- c) Conduct disorder
- d) Antisocial behavior

Answer: d) Antisocial behavior

**101. What is the primary focus of organization structure?**

- a) Promoting individualism
- b) Creating hierarchy
- c) Enhancing creativity
- d) Fostering teamwork

Answer: b) Creating hierarchy

**102. Which term describes the unwritten rules and expectations that govern behavior within a group?**

- a) Formal regulations
- b) Official protocols
- c) Informal norms

d) Written guidelines

Answer: c) Informal norms

**103. What is the term for the process by which informal leaders naturally emerge within a group?**

a) Hierarchical ascent

b) Leader selection

c) Emergence of authority

d) Informal leadership emergence

Answer: c) Emergence of authority

**104. Which of the following is not a group decision-making technique?**

a) Brainstorming

b) Nominal group technique

c) Group polarization

d) Authoritarian decision making

Answer: d) Authoritarian decision making

**105. What is the purpose of the nominal group technique in decision making?**

a) Encouraging open discussion

b) Minimizing conflict

c) Generating creative ideas

d) Allowing individuals to vote anonymously

Answer: d) Allowing individuals to vote anonymously

**106. What activities are typically involved in team building?**

a) Fostering competition

- b) Encouraging individualism
- c) Building trust and cooperation
- d) Promoting hierarchy

Answer: c) Building trust and cooperation

**107. In group dynamics, what is the term for the shared beliefs and values that guide group members' behavior?**

- a) Social norms
- b) Groupthink
- c) Conformity pressure
- d) Decision-making hierarchy

Answer: a) Social norms

**108. Which of the following is not a factor influencing group behavior?**

- a) Group size
- b) Group cohesiveness
- c) Cultural diversity
- d) Individual intelligence

Answer: d) Individual intelligence

**109. What is the term for the phenomenon where group members tend to conform to the group's decisions and ignore contradictory information?**

- a) Group cohesion
- b) Group polarization
- c) Groupthink
- d) Group norming

Answer: c) Groupthink

**110. Which group decision-making technique involves each member of the group generating ideas without discussion until all ideas are presented?**

- a) Brainstorming
- b) Nominal group technique
- c) Delphi technique
- d) Consensus decision making

Answer: b) Nominal group technique

**111. What is the role of organization structure in influencing behavior?**

- a) It encourages individualism
- b) It fosters creativity
- c) It provides guidelines for interaction
- d) It minimizes group dynamics

Answer: c) It provides guidelines for interaction

**112. Which of the following is not a characteristic of effective teamwork?**

- a) Open communication
- b) Shared goals
- c) Lack of trust
- d) Mutual respect

Answer: c) Lack of trust

**113. What is the term for the tendency of group members to take more extreme positions after group discussion?**

- a) Group cohesion
- b) Group polarization
- c) Groupthink
- d) Group norming

Answer: b) Group polarization

**114. Which group decision-making technique involves seeking input from experts through a series of questionnaires?**

- a) Brainstorming
- b) Nominal group technique
- c) Delphi technique
- d) Consensus decision making

Answer: c) Delphi technique

**115. How does group size typically influence group dynamics?**

- a) Larger groups tend to have higher cohesion
- b) Smaller groups tend to have more diverse opinions
- c) Larger groups tend to have faster decision making
- d) Smaller groups tend to have less conformity pressure

Answer: c) Larger groups tend to have faster decision making

**116. Which term describes the tendency of individuals to conform to the group's decisions or actions due to social pressure, even if they disagree personally?**

- a) Group cohesion
- b) Group polarization
- c) Groupthink
- d) Conformity

Answer: d) Conformity

**117. What is the term for the process of resolving conflicts and differences within a group to reach a unified decision?**

- a) Compromise



- b) Negotiation
- c) Consensus
- d) Arbitration

Answer: c) Consensus

**118. What role do working norms play in group dynamics?**

- a) They discourage collaboration
- b) They promote individualism
- c) They guide behavior and decision making
- d) They inhibit leadership emergence

Answer: c) They guide behavior and decision making

**119. In which type of group decision-making technique do group members generate ideas freely without fear of criticism or judgment?**

- a) Brainstorming
- b) Nominal group technique
- c) Delphi technique
- d) Consensus decision making

Answer: a) Brainstorming

**120. What is the primary focus of team building activities?**

- a) Encouraging competition
- b) Fostering trust and cooperation
- c) Establishing hierarchy
- d) Minimizing communication

Answer: b) Fostering trust and cooperation

**121. Which factor is least likely to influence group cohesion?**

- a) Shared goals
- b) Group size
- c) Individual differences
- d) Cultural diversity

Answer: c) Individual differences

**122. What is the role of informal leaders in group dynamics?**

- a) Enforcing formal rules
- b) Fostering hierarchy
- c) Influencing group behavior
- d) Minimizing group cohesion

Answer: c) Influencing group behavior

**123. Which group decision-making technique involves each member ranking ideas or alternatives in order of preference?**

- a) Brainstorming
- b) Nominal group technique
- c) Delphi technique
- d) Consensus decision making

Answer: d) Consensus decision making

**124. How do informal norms differ from formal regulations in group behavior?**

- a) Informal norms are written rules, while formal regulations are unwritten expectations.
- b) Informal norms are established by authority figures, while formal regulations emerge naturally within the group.
- c) Informal norms guide behavior in unstructured situations, while formal regulations govern behavior in structured settings.

d) Informal norms are universally accepted, while formal regulations vary across cultures.

Answer: c) Informal norms guide behavior in unstructured situations, while formal regulations govern behavior in structured settings.

**125. What is the significance of group dynamics in organizational behavior?**

a) It minimizes conflict resolution efforts.

b) It fosters individualism within teams.

c) It enhances productivity and decision making.

d) It discourages creativity and innovation.

Answer: c) It enhances productivity and decision making.

