

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

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

- ▶ Exposure
- ▶ Experience
- ▶ **Position (Page # 21)**
- ▶ Action

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

- ▶ **Individuals are dominated by Maslow's lower level needs**
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The quality of a leader to foresee an organization's position is called:

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

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

- ▶ Stamina

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

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The degree to which job assignments are procedurized is classified in the Fiedler model as

- ▶ Leader-member relations
- ▶ Initiating structure
- ▶ Task orientation
- ▶ [Task structure \(Page # 30\)](#)

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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
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- ▶ “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."

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

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

- ▶ Leaders have a mission
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Which of the following is the power to give positive benefit or rewards?

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

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According to Maslow, when does a need stop motivating?

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Answer : Following may considered strategies

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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

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- A vision
- Strong conviction in that vision.
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- 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

Question No: 1 (Marks: 1) - Please choose one

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 (Marks: 1) - Please choose one

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

- ▶ Interpersonal
- ▶ Informational
- ▶ **Decisional**
- ▶ None of the given options

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**

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Decisional roles include which of following three roles?

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