

MCQ on Organisational Behaviour

100 multiple-choice questions on Organizational Behavior along with their answers:

1. Which of the following is the study of how individuals and groups interact within an organization?

- a) Organizational Structure
- b) Organizational Behavior
- c) Organizational Culture
- d) Organizational Development

Answer: b) Organizational Behavior

2. Organizational Behavior draws its roots from which disciplines?

- a) Sociology and Psychology
- b) Anthropology and History
- c) Economics and Political Science
- d) Physics and Chemistry

Answer: a) Sociology and Psychology

3. Which level of organizational behavior focuses on individual behavior and personality?

- a) Micro
- b) Meso
- c) Macro
- d) Mega

Answer: a) Micro

4. What is the primary focus of Meso-level organizational behavior?

- a) Group dynamics and communication
- b) Organizational culture and structure
- c) Employee motivation and satisfaction
- d) Leadership and decision-making

Answer: a) Group dynamics and communication

5. Which of the following theories proposes that individuals are motivated by a hierarchy of needs?

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

Answer: c) Maslow's Hierarchy of Needs

6. According to the Theory of X and Y, which assumption characterizes Theory X managers?

- a) Employees are self-motivated and responsible.
- b) Employees dislike work and avoid responsibility.
- c) Employees seek empowerment and participation.

d) Employees are indifferent to organizational goals.

Answer: b) Employees dislike work and avoid responsibility.

7. The "Big Five" personality traits include all of the following except:

a) Openness to experience

b) Conscientiousness

c) Agreeableness

d) Manipulativeness

Answer: d) Manipulativeness

8. Which leadership style emphasizes making decisions without consulting team members?

a) Democratic leadership

b) Autocratic leadership

c) Transformational leadership

d) Laissez-faire leadership

Answer: b) Autocratic leadership

9. What does the acronym SWOT stand for in organizational analysis?

a) Strengths, Weaknesses, Opportunities, Threats

b) Success, Weaknesses, Organization, Teamwork

c) Strategy, Workforce, Operations, Technology

d) Sales, Workflow, Organization, Training

Answer: a) Strengths, Weaknesses, Opportunities, Threats

10. Which of the following is not a component of organizational culture?

a) Values

b) Norms

c) Salary

d) Symbols

Answer: c) Salary

11. Which stage of group development is characterized by conflict and disagreement among team members?

a) Forming

b) Storming

c) Norming

d) Performing

Answer: b) Storming

12. In the context of communication, what does the acronym "I" in the S.T.A.R. model represent?

a) Information

b) Intent

c) Inquiry

d) Implementation

Answer: b) Intent

13. The process of helping new employees adjust to an organization's culture and work expectations is called:

- a) Job analysis
- b) Performance appraisal
- c) Onboarding
- d) Workforce planning

Answer: c) Onboarding

14. Which motivation theory suggests that individuals are motivated by the belief that their efforts will lead to desired outcomes?

- a) Expectancy Theory
- b) Equity Theory
- c) Two-Factor Theory
- d) Goal-Setting Theory

Answer: a) Expectancy Theory

15. What is the term used for the tendency of individuals to exert less effort when working in a group compared to working alone?

- a) Social loafing
- b) Groupthink
- c) Synergy
- d) Collaboration bias

Answer: a) Social loafing

16. Which conflict management style involves both parties giving up something to reach a solution?

- a) Accommodating
- b) Collaborating
- c) Avoiding
- d) Compromising

Answer: d) Compromising

17. What is the term for a shared belief among team members that they can achieve their objectives together?

- a) Cohesion
- b) Commitment
- c) Synergy
- d) Harmony

Answer: a) Cohesion

18. Which type of power is based on an individual's position within an organization's hierarchy?

- a) Expert power
- b) Referent power
- c) Legitimate power
- d) Coercive power

Answer: c) Legitimate power

19. According to Herzberg's Two-Factor Theory, which factors are considered "hygiene factors" that can lead to job dissatisfaction if inadequate?

- a) Achievement and recognition
- b) Responsibility and growth
- c) Salary and job security
- d) Advancement and job challenge

Answer: c) Salary and job security

20. The process of reinforcing desirable behaviors and eliminating undesirable behaviors is known as:

- a) Punishment
- b) Extinction
- c) Reinforcement
- d) Shaping

Answer: c) Reinforcement

21. Which type of organizational structure promotes flexible communication and quick decision-making?

- a) Matrix structure
- b) Functional structure
- c) Divisional structure
- d) Hierarchical structure

Answer: a) Matrix structure

22. The Hawthorne Studies, conducted by Elton Mayo, contributed to the understanding of:

- a) Leadership styles
- b) Employee motivation
- c) Job analysis
- d) Organizational culture

Answer: b) Employee motivation

23. Which communication channel involves the direct exchange of information between two individuals?

- a) Downward communication
- b) Upward communication
- c) Lateral communication
- d) Face-to-face communication

Answer: d) Face-to-face communication

24. What is the term for the unconscious tendency to favor individuals who are similar to ourselves?

- a) Stereotyping
- b) Halo effect
- c) Similar-to-me bias
- d) Attribution bias

Answer: c) Similar-to-me bias

25. Which decision-making model involves considering all potential alternatives and choosing the best one?

- a) Satisficing model
- b) Intuitive model
- c) Bounded rationality model
- d) Rational decision-making model

Answer: d) Rational decision-making model

26. Which stage of the change process involves preparing employees for the upcoming changes?

- a) Unfreezing
- b) Changing
- c) Refreezing
- d) Adapting

Answer: a) Unfreezing

27. What is the term for the shared set of beliefs, values, and assumptions that shape an organization's behavior?

- a) Organizational structure
- b) Organizational development
- c) Organizational culture
- d) Organizational strategy

Answer: c) Organizational culture

28. Which leadership theory suggests that effective leaders possess certain inherent qualities and traits?

- a) Situational leadership theory
- b) Contingency theory
- c) Trait theory
- d) Transactional leadership theory

Answer: c) Trait theory

29. Which type of power is based on an individual's knowledge, skills, and expertise?

- a) Legitimate power
- b) Referent power
- c) Coercive power
- d) Expert power

Answer: d) Expert power

30. What is the term for a set of systematic, planned activities designed to improve an organization's effectiveness?

- a) Organizational behavior
- b) Organizational development
- c) Organizational culture
- d) Organizational strategy

Answer: b) Organizational development

31. Which level of organizational behavior focuses on the organization as a whole and its relationship with the external environment?

- a) Micro

- b) Meso
- c) Macro
- d) Mega

Answer: c) Macro

32. According to equity theory, individuals are motivated when they perceive that their:

- a) Efforts are equal to their rewards
- b) Efforts are greater than their rewards
- c) Efforts are lower than their rewards
- d) Efforts are equal to others' rewards

Answer: a) Efforts are equal to their rewards

33. What does the "R" stand for in the SMART goal-setting framework?

- a) Relevant
- b) Rewarding
- c) Resilient
- d) Resourceful

Answer: a) Relevant

34. Which communication channel involves the use of written or printed materials to convey information?

- a) Nonverbal communication
- b) Verbal communication
- c) Formal communication
- d) Informal communication

Answer: c) Formal communication

35. Which stage of group development is characterized by high levels of task orientation and productivity?

- a) Forming
- b) Storming
- c) Norming
- d) Performing

Answer: d) Performing

36. What is the term for a communication barrier caused by the differences in language and cultural backgrounds of individuals?

- a) Stereotyping
- b) Perception bias
- c) Semantics
- d) Cross-cultural communication

Answer: d) Cross-cultural communication

37. Which leadership style involves seeking input from team members and making decisions collectively?

- a) Democratic leadership
- b) Autocratic leadership
- c) Transformational leadership

d) Laissez-faire leadership

Answer: a) Democratic leadership

38. In the context of communication, what does the acronym "T" in the S.T.A.R. model represent?

a) Time

b) Technology

c) Truthfulness

d) Tone

Answer: d) Tone

39. Which motivation theory proposes that individuals are motivated by internal factors such as personal growth and achievement?

a) Expectancy Theory

b) Maslow's Hierarchy of Needs

c) Two-Factor Theory

d) Self-Determination Theory

Answer: d) Self-Determination Theory

40. What is the term for the tendency of individuals to conform to group decisions to avoid conflict?

a) Social loafing

b) Groupthink

c) Synergy

d) Collaboration bias

Answer: b) Groupthink

41. Which conflict management style involves forcing one's own viewpoint on the other party?

a) Accommodating

b) Collaborating

c) Avoiding

d) Competing

Answer: d) Competing

42. What is the term for the process of adjusting one's behavior to align with group norms and expectations?

a) Conformity

b) Commitment

c) Cohesion

d) Collaboration

Answer: a) Conformity

43. Which type of power is based on an individual's attractiveness and charisma?

a) Legitimate power

b) Referent power

c) Coercive power

d) Expert power

Answer: b) Referent power

44. According to Herzberg's Two-Factor Theory, which factors are considered "motivators" that lead to job satisfaction?

- a) Salary and job security
 - b) Working conditions and benefits
 - c) Achievement and recognition
 - d) Job stability and advancement
- Answer: c) Achievement and recognition

45. The process of providing feedback and reinforcement to improve employee performance is known as:

- a) Coaching
- b) Disciplining
- c) Micromanaging
- d) Delegating

Answer: a) Coaching

46. Which type of organizational structure groups employees based on their areas of expertise or functions?

- a) Matrix structure
- b) Functional structure
- c) Divisional structure
- d) Hierarchical structure

Answer: b) Functional structure

47. The concept of the "self-fulfilling prophecy" suggests that:

- a) People tend to conform to group norms
- b) Expectations influence behavior and outcomes
- c) Diversity leads to enhanced creativity
- d) Leaders should adopt a transformational style

Answer: b) Expectations influence behavior and outcomes

48. Which stage of the change process involves implementing new practices and procedures?

- a) Unfreezing
- b) Changing
- c) Refreezing
- d) Adapting

Answer: b) Changing

49. What is the term for a formal system of tasks, roles, and reporting relationships within an organization?

- a) Organizational culture
- b) Organizational structure
- c) Organizational development
- d) Organizational strategy

Answer: b) Organizational structure