INDUSTRIAL PSYCHOLOGY

SEMESTER 6

MULTIPLE CHOICE QUESTIONS (QUESTION BANK)

1. A …………… leader is one who leads by inspiring others to adopt high goals and strive to achieve them. Complete the sentence using the given words.

a. Charismatic

b. Transformational

c. Authoritarian

d. Enthusiastic

2. Who has developed the training program called leader match

a. Keller

b. Fielder

c. Vroom

d. Woodward and Shannon

3. …………… refers to the amount of effort a person expends at doing a task.

a. Motivation

b. Direction

c. Intensity

d. Persistence

4. The two factor theory was developed by ……………

a. Maslow

b. Herzberg

c. Thorndike

d. Vroom

5. The best-known form of power abuse is -----------------

a. Sexual harassment

b. Physical harassment

c. Verbal abuse

6. How many levels are there in need hierarchy theory?

   a. 3

   b. 7

   c. 2

   d. 5

7. The major tenet of reinforcement theory is -----------------

  a. Tangible

  b. Intangible

  c. Law of effect

  d. Contingent

8. The ------------------- is the catalyst for change within the organization.

  a. Open system

  b. Change agent

  c. Organizational development

  d. Survey feedback

9. Which theory explains that motivation or force is a mathematical function of three types of 3 types of cognition?

  a. Expectancy

  b. Vroom

  c. Self-efficacy

  d. Justice

10. Which in the given options explains the people's belief about their own capabilities.

a. Intrinsic motivation

b. Extrinsic motivation

c. Galatea effect

d. Input

11. ---------------- Power is the ability of the supervisor to punish subordinates with disciplinary actions, fines or salary reduction.

a. Reward power

b. Political power

c. Coercive power

d. Legitimate power

12. ……………. Is the subjective probability that a person has about his or her ability to perform a behavior.

a. Force

b. Expectancy

c. Valence

d. Instrumentalities

13. Which inequality exists when an employee believes he/she is getting more outcomes for his/her inputs than other people are getting.

a. Underpayment

b. Overpayment

c. Rater bias

d. Halo

14. Among the following theory, choose the theory that builds upon goal-setting theory by focusing on how feedback affects motivation to maintain effort towards goals.

a. Action theory

b. Control theory

c. Goal-setting theory

d. Fairness theory

15. …………….. Are the rewards or everything of personal value that an employee gets from working for an organization?

a. Input

b. Underpayment inequity

c. Outcomes

d. Overpayment inequity

16. Select from the option, the type of satisfaction which is defined as an attitudinal variable that reflects how people feel about their jobs overall

a. Life satisfaction

b. Job satisfaction

c. Environmental satisfaction

d. Pay satisfaction

17. …………….. Reflects the extent to which organization focus on achievement and job performances opposed to the health and well-being of employees.

A. Individualism

b. Collectivism

c. Masculinity

d. Power distance

18. ------------------- comes from the values of the employees.

a. Affective commitment

b. Continuance commitment

c. Normative commitment

d. Life satisfaction

19. Which of the facet is not included in the job Descriptive Index (JDI) scale.

a. Pay

b. Co workers

c. Supervision

d. Uncertainty avoidance

20. In the Minnesota Satisfaction Questionnaire, how many items are there in long version?

a. 20

b. 60

c. 100

d. 54

21. A………….. Variable affects the relation between two other variables.

a. Low

b. Moderator

c. Neutral

d. High

22. Which hypothesis suggests that satisfaction or dissatisfaction in one area of life affects or spills over to another.

a. Segmentation hypothesis

b. Spillover hypothesis

c. Compensation hypothesis

d. Benefits accrued

23. Which is not among the big five dimensions of personality.

a. Emotional stability

b. Agreeableness

c. Openness to experience

d. Motivation

24. The psychology which is concerned with the interface between people and the physical environment.

a. Civil psychology

b. Mechanical psychology

c. Engineering psychology

d. Environmental psychology

25. Which of the term relates with the association of negative effects.

a. Deep acting

b. Emotional dissonance

c. Surface acting

26. Organizational ------------------- are aspects of the work environment that interfere with or prevent good task performance.

a. Norms

b. Constraints

c. Rules

d. Citizenship

27. What is the full form of OCB?

a. Organizational cooperative behavior

b. Organizational citizenship behavior

c. Organizational complete behavioral analysis

d. Organizational constraints booklet

28. The Quitting of employees in the organization is termed as

a. Lateness

b. Absence

c. Withdrawal

d. Turnover

29. In which year does bases of power develop?

a. 1865

b. 1959

c. 1989

d. 1974

30. Choose from the options given below, the type of behavior that harm the organization and other people at work

a. Counterproductive work behavior

b. Organizational citizenship behavior

c. Computer supportive cooperative work

d. Intent to quit

31. Select the power which is the extent to which the subordinates likes and identifies with the supervisor

a. Expert power

b. Referent power

c. Legitimate power

d. Coercive power

32. Who developed the Bureaucracy Theory?

a. Rodgers

b. Wanberg and banas

c. Max Weber

d. Kats and Kahn

33. Which theory assumes that long term employment is the basis of effective organization?

a. Theory X

b. Theory Y

c. Theory Z

d. Soft approach

34. Which is not the characteristics of principles in bureaucracy Theory

a. Division of labour

b. Span of Control

c. Lines versus staff

d. Equifinality

35. Which term refers to many techniques that are designed to enhance the functioning of work teams?

a. t- Group

b. Team building

c. Survey feedback

d. Management by objectives

36. ------------------- refers to the number of subordinates who report to each supervisor.

a. Bureaucracy theory

b. Delegation of authority

c. Span of control

d. Division of labour

37. Who developed theory X/ theory Y?

a. Mc gregor

b. Ouchi

c. Kats and Kahn

d. Jeff Morgan

38. Who concerns who handles work problems when they arise.

a. Sociotechnical system

b. Engineers

c. Control unit

d. Unit control of variance

39. How many steps are there for implementing MBO PROGRAM?

a. Two

b. Three

c. Five

d. Seven

40. Which term describes the reduction in the number of employees?

a. Soft approach

b. Change agent

c. Downsizing

d. Prescriptive theory

41. How many propositions mc gregor represented about beliefs widely held by managers.

a. Eight

b. Six

c. Ten

d. Five

42. Which approach use coercion and threats and to supervise closely.

a. Hard approach

b. Theory X

c. Soft approach

43. How many organizational characteristic are there in Katz and Kahn's open system theory.

a. 8

b. 5

c. 10

d. 12