

Part	sub/obj	Marks	Question	Answer Option 1	Answer Option 2	Answer Option 3	Answer Option 4	Correct Answer(A/B/C/D)	CO	Bloom's Taxonomy Level
A	obj	1	The family condition and impact of the parents is the main base for the personality of a person. Later it might change by _____	Thinking	External influences	Own ability	Learning experiences	B	CO2	L1, L2 & L3
A	obj	1	As per MBTI _____ personality people like real-life examples, prefer practical exercises, and get the facts while possibly missing the main idea.	Introversion	Sensing	Intuition	Thinking	B	CO2	L1, L2 & L3
A	obj	1	Which of the following best explains why an employee behaves as she/he does?	The environment is the most important consideration in understanding individual employee behavior.	Both the environment and individual differences are important considerations in understanding individual employee behavior.	Neither the environment nor individual differences are important considerations in understanding individual employee behavior.	Employee personality and attitudes are primarily dictated by the environment.	B	CO2	L1, L2 & L3
A	obj	1	The five personality traits as per Big Five Personality Traits are	Extroversion, Agreeableness, Conscientious, Emotional Stability, Openness to experience	Extroversion, Agreeableness, Friendly, Emotional Stability, Openness to experience	Extroversion, Agreeableness, Courage, Friendly, Openness to experience	Extroversion, Agreeableness, Conscientious, Emotional Stability, Easy going	A	CO2	L1, L2 & L3
A	obj	1	_____ are stimulated by events and people external to th	Positive personalities	Introverts	Extroverts	None of the above	C	CO2	L1, L2 & L3
A	obj	1	During OB Class you are falling asleep. You know last night you only got three hours of sleep; therefore you have a valid reason. The person sitting in front of you is sleeping also. You automatically think that they are lazy and really don't care about the class. This is an example of	Halo effect	Implicit Personality Theory	Observer bias	Stereotype	C	CO2	L1, L2 & L3
A	obj	1	If you say that a movie is really good and you like it you would also assume that your best friend would like it. What implicit personality theory is this?	Stereotype	Perceived similarity	Halo effect	Observer bias	B	CO2	L1, L2 & L3
A	obj	1	What is the trait approach to personality?	Assumes that people are motivated by unconscious emotional conflicts	Assumes that each individual has stable personality characteristics	Assumes that people's thoughts and beliefs are central to personality	Assumes that people have an innate tendency to become self-actualized	B	CO2	L1, L2 & L3
A	obj	1	Someone who feels as though they are not living up to expectations would be	Inferiority complex	Low self-realization	Low actualization	None of these	A	CO2	L1, L2 & L3
A	obj	1	_____ is an external, unstable attribution for why something happens to a person?	Hard work	Bad mood	Environment	Fate	C	CO2	L1, L2 & L3
A	obj	1	One trait that dominates a personality so much that it influences nearly everything a person does is:	Global Trait	Cardinal Trait	Specific trait	Central Trait	B	CO2	L1, L2 & L3

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A	obj	1	When a manager states, "Mary is an outstanding employee because she has a high need for achievement," the manager is using which explanation for Mary's behavior?	internal	external	interactive	Cultural	A	CO2	L1, L2 & L3
A	obj	1	According to Freud's psychodynamic approach, what is the role of the superego?	It operates at a conscious level and its function is to think, control and organise.	It is an unconscious part of our personality and drives us to seek immediate gratification.	It determines to extent to which we are neurotic or emotionally stable.	It is the moral regulator of personality and tells us what we should and shouldn't do	D	CO2	L1, L2 & L3
A	obj	1	The id, ego, and superego can be best characterized as:	Part of the neocortex	Located in the occipital lobe	Systems that makeup personality	None of the above	C	CO2	L1, L2 & L3
A	obj	1	Harry works for a big law firm. He is often confronted with challenging cases but manages to stay calm and does not stress out about it. He and his colleagues love to go bowling after work, and Harry is very good at it. Often, he wins, which makes him very happy, but he is just as happy when one of his colleagues takes the lead. Which type of personality best describes Harry?	Personality Type A	Personality Type B	Personality Type C	Both A & B	B	CO2	L1, L2 & L3
A	obj	1	Which of the following is a correct statement?	Human Behavior is caused and not random	Human Behavior tends to be abnormal all the time	People always Exhibit Psychological disorders	People tend to avoid behaviors	A	CO1	L1, L2 & L3
A	obj	1	In the context of OB, what do we mean by multi-level?	Individual employees operate within an organisational hierarchy and will have managers above them	Individuals operate within groups, and groups operate within organisations, and organisations operate within a larger environmental context	Individual employees work as part of a production line process	Organisations operate within a larger context of differently-sized organisations and markets	B	CO1	L1, L2 & L3
A	obj	1	Which of the following is not a dimension of workforce diversity?	Affirmative action	Religion	Union status	Ethnic background	A	CO1	L1, L2 & L3
A	obj	1	Culture and the study of learned behavior comprise the domain of:	management	psychology	anthropology	sociology	C	CO1	L1, L2 & L3
A	obj	1	Which of the following is not an individual factor affecting one's job experience?	Pay: reasonable or poor	Job tasks: boring or interesting	Personality: clashes with other people	Communication: frequent or little	B	CO1	L1, L2 & L3
A	obj	1	Wal-Mart plans to use 100 per cent renewable energy and create zero waste by 2020, and will tie executive pay to meeting compliance targets and anti-corruption obligations. The following is an example of which of the following act:	ethics	Corporate social responsibility	Technology updation	None of the above	B	CO1	L1, L2 & L3
A	obj	1	The degree to which a person identifies with a job, actively participates in it, and considers performance important to self-worth is known as:	Job satisfaction	Job involvement	Organization citizenship behavior	Job commitment	B	CO1	L1, L2 & L3

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A	obj	1	All technical employees at a paper mill take a course on how to operate a new paper-rolling machine. This course will improve job performance mainly by altering employee:	Learned Capabilities	Role perception	Aptitude	Motivation	A	CO1	L1, L2 & L3
A	obj	1	Organizational citizenship refers to:	the organization's obligations to society.	the organization's attachment to a particular country rather than being a global entity.	the employee's right to vote for the company president.	employee behaviours that extend beyond normal job duties	D	CO1	L1, L2 & L3
A	obj	1	Which of the following is the function of learning organization and not the function of traditional organization?	Vision is provided by top management.	Formulation and implementation of ideas take place at all levels of the organization	Each person is responsible for his or her own job responsibilities, and the focus is on developing individual competence	Top management decides what is to be done, and the rest of the organization acts on these ideas.	B	CO1	L1, L2 & L3
A	obj	1	The degree to which an employee identifies with the organization and wishes to remain with the organization is known as:	Employee retention	Employee citizenship behaviour	Employee commitment	None of the above	C	CO1	L1, L2 & L3
A	obj	1	An approach taken by OB that considers behaviour within the context in which it occurs is known as:	Relational approach	Contingency approach	Strategic approach	Decisional approach	B	CO1	L1, L2 & L3
A	obj	1	Job satisfaction, Individual decision-making are related to which discipline of OB	Sociology	Political Science	Psychology	Social Psychology	C	CO1	L1, L2 & L3
A	obj	1	The HR recruiter might not be aware that the company wants more effort placed in sourcing candidates for southern region is an example of his/her:	Role perception	Situational Contingency	Ability	Motivation	A	CO1	L1, L2 & L3
A	obj	1	Which of the statement/s is false:	Organizations are complex	Human behavior in organizations is sometimes unpredictable	Human behavior can be completely understood	All of the above	C	CO1	L1, L2 & L3
A	obj	1	_____ is defined as "a process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment (Robbins)".	Perception	Perceive	Perceiver	Perspective	A	CO2	L1, L2 & L3
A	obj	1	Which of the following are factors of Influencing Perception	Perceiver, Situation, Vision	Time, Perceive, target	Perceiver, Situation ,Object/Target	Attitude, Motives, Interests/Expectations	C	CO2	L1, L2 & L3
A	obj	1	Which among the following are factors of attribution Theory of Perception	Observation	Interpretation	Attribution of Cause	All of the above	D	CO2	L1, L2 & L3
A	obj	1	If the behavior of Mr. X is consistent, that is if he is consistently coming late then attribution should be to_____	External Factor	Internal Factor	External and Internal Factor	Influence of external factor	B	CO2	L1, L2 & L3
A	obj	1	If the entire group of people who take same route to come to office and become late, the cause can be attributed to:	External Factor	Internal Factor	External and Internal Factor	Influence of internal factor	A	CO2	L1, L2 & L3

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A	obj	1	The energizing force that activates behavior and provides purpose and direction to that behavior is known as:	Motivation	personality	emotion	perception	A	CO2	L1 & L2
A	obj	1	What are the factors in the theory of attribution that help in interpretation	Distinctiveness, Observation, Consensus, and Consistency	Distinctiveness, Consensus, and Consistency	Distinctiveness, Emotion, Consensus, and Consistency	None of the above	B	CO2	L1 & L2
A	obj	1	A fall in sales of a commodity is generally attributed to the inefficiency of the sales force rather than a market trend, recession, or innovative product launched by the competitor. This phenomenon is called:	Fundamental attribution error	Fundamental error and Self-Serving bias error	Fundamental attribution error and Self-bias	None of the above	A	CO2	L1 & L2
A	obj	1	Which error is caused by the individuals who tend to attribute their own success to internal causation like ability, hard work, and self-worth, and failure, to external factors like Luck:	Fundamental attribution error	Fundamental error and Self-Serving bias error	Fundamental attribution error and Self-bias	Self-Serving bias error	D	CO2	L1 & L2
A	obj	1	Common Errors While Judging Others are:	Selective Perception, Internal Effect, Projection, Contrast Effect, and Stereotyping	Selective Perception, Internal Effect, Projection, External Effect, and Stereotyping	Selective Perception, Halo Effect, Projection, Contrast Effect, and Stereotyping	None of the Above	C	CO2	L1 & L2