

MCQ ON ORGANIZATIONAL BEHAVIOUR



ORGANIZATIONAL BEHAVIOUR

UNIT 1

1. What is the primary purpose of an organization?

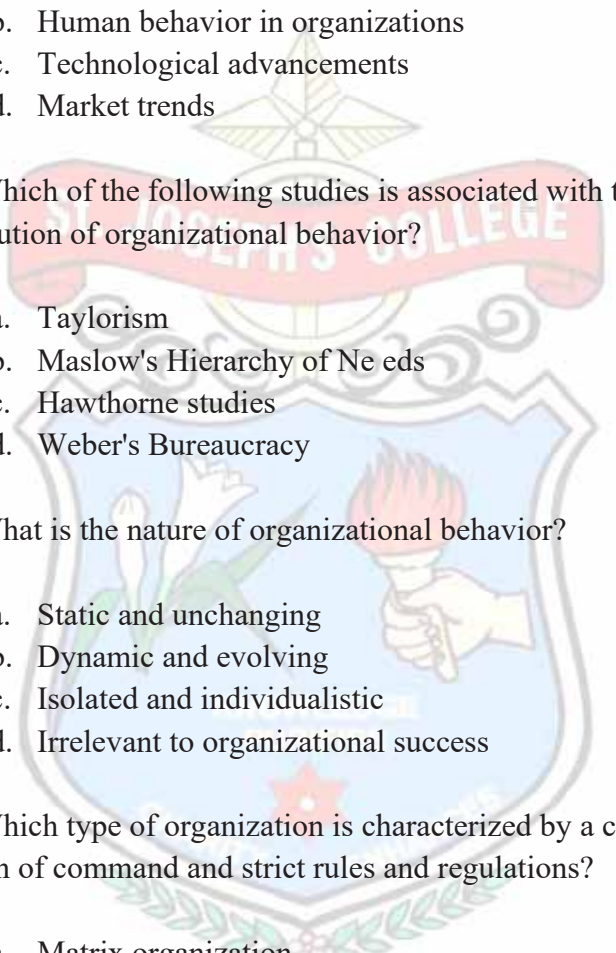
- a. Profit maximization
- b. Resource allocation
- c. Goal achievement
- d. Individual satisfaction

2. Which of the following is a characteristic of an organization?

- a. Individualism
- b. Independence
- c. Interdependence
- d. Isolation

3. In organizational behavior, what does the term "scope" refer to?

- a. The physical size of the organization
- b. The range of activities studied
- c. The organizational hierarchy
- d. The financial strength of the organization

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4. What is the focus of organizational behavior?
- a. Profit generation
 - b. Human behavior in organizations
 - c. Technological advancements
 - d. Market trends
5. Which of the following studies is associated with the evolution of organizational behavior?
- a. Taylorism
 - b. Maslow's Hierarchy of Needs
 - c. Hawthorne studies
 - d. Weber's Bureaucracy
6. What is the nature of organizational behavior?
- a. Static and unchanging
 - b. Dynamic and evolving
 - c. Isolated and individualistic
 - d. Irrelevant to organizational success
7. Which type of organization is characterized by a clear chain of command and strict rules and regulations?
- a. Matrix organization
 - b. Bureaucratic organization
 - c. Informal organization

d. Flat organization

8. Why is organization considered important in business?

- a. To increase chaos
- b. To enhance efficiency
- c. To discourage teamwork
- d. To reduce productivity

9. What does organizational behavior study in relation to individuals within an organization?

- a. External environment
- b. Interpersonal relationships
- c. Global economy
- d. Technological advancements

10. Which term best describes the involvement of employees in the decision-making process within an organization?

- a. Autocracy
- b. Centralization
- c. Decentralization
- d. Oligarchy

11. What is the primary focus of the Classical School of Management?

- a. Employee motivation
- b. Scientific management
- c. Social interactions
- d. Humanistic leadership

12. In organizational behavior, what does the term "informal organization" refer to?

- a. Official structure and hierarchy
- b. Unwritten relationships and networks
- c. Legal documentation
- d. Formal rules and regulations

13. Which type of organization is known for its flexibility and lack of a rigid hierarchy?

- a. Divisional organization
- b. Flat organization
- c. Hierarchical organization
- d. Functional organization

14. What is the primary contribution of the Hawthorne studies to organizational behavior?

- a. Introduction of time motion studies

- b. Focus on employee attitudes and social interactions
- c. Development of classical management principles
- d. Emphasis on bureaucratic structures

15. Which of the following is a characteristic of organizational culture?

- a. Short-term focus
- b. Flexibility
- c. Resistance to change
- d. Lack of shared values

16. What is the primary concern of the Contingency School of Management?

- a. Universal principles
- b. Contingent factors and situations
- c. Employee satisfaction
- d. Technological advancements

17. In the context of organizational behavior, what does "motivation" refer to?

- a. The process of decision-making
- b. The internal and external factors influencing behavior
- c. The formal structure of the organization

- d. The financial performance of the organization

18. Which type of organization emphasizes the importance of cross functional teams and collaboration?

- a. Matrix organization
- b. Mechanistic organization
- c. Organic organization
- d. Centralized organization

19. What is the significance of organizational behavior in today's business environment?

- a. Irrelevant and outdated
- b. Limited to large organizations
- c. Critical for understanding and managing human behavior
- d. Only applicable to manufacturing industries

20. Which term is associated with the idea of employees taking on multiple roles within an organization?

- a. Specialization
- b. Job rotation
- c. Standardization
- d. Division of labor

21. What is the primary goal of organizational behavior studies?

- a. Maximizing profits
- b. Enhancing employee well-being
- c. Minimizing production costs
- d. Promoting competition

22. Which organizational type is characterized by a fluid and adaptable structure that evolves with changing needs?

- a. Network organization
- b. Traditional organization
- c. Hierarchical organization
- d. Divisional organization

23. What does the term "span of control" refer to in organizational structure?

- a. The number of employees supervised by a manager
- b. The financial control of the organization
- c. The geographic spread of the organization
- d. The hierarchy of decision-making

24. In organizational behavior, what is the significance of the "Hawthorne effect"?

- a. Positive impact of lighting on productivity
- b. Influence of group dynamics on performance
- c. Role of leadership in motivation
- d. Effect of employee awareness on behavior

25. Which management approach emphasizes the importance of understanding the psychological needs of employees?

- a. Scientific management
- b. Human relations approach
- c. Classical management
- d. Administrative management

26. What is the primary focus of organizational culture?

- a. Employee turnover
- b. Shared values and beliefs
- c. Profit margins
- d. External competition

27. What role did Elton Mayo play in the Hawthorne studies?

- a. Lead researcher

- b. Financial analyst
- c. Union representative
- d. Plant manager

28. Which type of organization is characterized by a focus on innovation and creativity, often seen in tech companies?

- a. Mechanistic organization
- b. Bureaucratic organization
- c. Organic organization
- d. Centralized organization

29. What is the primary concern of organizational structure?

- a. Employee motivation
- b. Division of labor
- c. External competition
- d. Technological advancements

30. Which factor is considered a key contributor to the success of an organization's culture?

- a. High turnover rates
- b. Resistance to change
- c. Consistency in values and behaviors
- d. Lack of communication

31. What does the term "chain of command" refer to in organizational structure?

- a. Communication network
- b. Formal hierarchy of authority
- c. Team dynamics
- d. Informal relationships

32. Which organizational type is characterized by a strong emphasis on rules and regulations?

- a. Matrix organization
- b. Divisional organization
- c. Bureaucratic organization
- d. Flat organization

33. What is the significance of the "Theory X and Theory Y" in organizational behavior?

- a. Leadership styles
- b. Employee motivation
- c. Decision-making processes
- d. Organizational structure

34. In organizational behavior, what does "job satisfaction" refer to?

- a. Financial compensation

- b. Employee engagement
- c. Task efficiency
- d. Organizational structure

35. Which management approach focuses on the overall efficiency and structure of an organization?

- a. Contingency theory
- b. Administrative management
- c. Human relations approach
- d. Systems theory

36. What role did Frederick Taylor play in the development of organizational thought?

- a. Advocated for human relations approach
- b. Introduced scientific management principles
- c. Conducted the Hawthorne studies
- d. Emphasized contingency theory

37. What is the primary goal of the Systems Theory in organizational behavior?

- a. Maximizing individual satisfaction
- b. Enhancing employee motivation
- c. Achieving organizational goals through interdependence
- d. Promoting competition within the organization

38. Which term refers to the degree to which tasks in an organization are divided into separate jobs?

- a. Job rotation
- b. Specialization
- c. Centralization
- d. Decentralization

39. What does the term "Organizational Citizenship Behavior (OCB)" signify in organizational behavior?

- a. Employee absenteeism
- b. Voluntary, positive actions by employees
- c. Employee turnover
- d. Employee resistance to change

40. Which factor is critical for the success of organizational change initiatives?

- a. Resistance to change
- b. Effective communication
- c. Strict enforcement of rules
- d. Lack of employee involvement

41. What does the term "span of control" refer to in organizational management?

- a. The width of the organization's building

- b. The number of levels in the hierarchy
- c. The number of subordinates a manager can effectively supervise
- d. The distance between departments

42. In the context of organizational behavior, what does "cognitive dissonance" mean?

- a. Harmony in team dynamics
- b. The discomfort caused by conflicting attitudes or beliefs
- c. Effective communication
- d. Employee motivation

43. Which organizational structure emphasizes the use of cross functional teams that operate independently of the traditional hierarchy?

- a. Matrix organization
- b. Divisional organization
- c. Network organization
- d. Flat organization

44. What is the primary focus of the Theory of Bureaucracy by Max Weber?

- a. Employee motivation
- b. Division of labor

- c. Formal rules and procedures
- d. Informal communication

45. In organizational behavior, what is the concept of "groupthink"?

- a. A positive group dynamic
- b. The tendency for a group to conform to unanimous decisions, even if they are flawed
- c. Effective communication within a team
- d. The emphasis on individual contributions

46. What is the significance of Maslow's Hierarchy of Needs in organizational behavior?

- a. Focus on employee motivation and satisfaction
- b. Emphasis on task efficiency
- c. Promotion of bureaucratic structures
- d. Advocacy for scientific management

47. Which organizational structure is characterized by a strong emphasis on functional specialization and clear lines of authority?

- a. Matrix organization
- b. Divisional organization
- c. Mechanistic organization
- d. Organic organization

48. What role does the concept of "organizational justice" play in organizational behavior?

- a. Emphasizes the importance of strict rules and regulations
- b. Focuses on fairness and equity in the workplace
- c. Promotes individualism
- d. Advocates for a hierarchical structure

49. What does the term "workplace diversity" refer to in organizational behavior?

- a. Uniformity in employee backgrounds
- b. The presence of employees from various backgrounds and demographics
- c. Strict adherence to organizational culture
- d. Lack of flexibility in work arrangements

50. In the context of organizational behavior, what does "perception" refer to?

- a. The physical layout of the office
- b. The process of organizing tasks
- c. The way individuals interpret and make sense of their environment
- d. Employee absenteeism rates

51. What is the primary focus of the Theory of X and Y proposed by Douglas McGregor?

- a. Emphasizes the importance of bureaucracy
- b. Highlights the role of leadership in motivation
- c. Focuses on employee autonomy and self-motivation
- d. Advocates for a flat organizational structure

52. Which factor is considered a key element in building a positive organizational culture?

- a. High turnover rates
- b. Resistance to change
- c. Open communication and trust
- d. Strict enforcement of rules

53. What is the significance of the "psychological contract" in organizational behavior?

- a. Focuses on legal obligations between employer and employee
- b. Highlights the unwritten expectations and mutual obligations in the employment relationship
- c. Emphasizes financial compensation
- d. Advocates for employee turnover

54. Which type of organization structure is characterized by a strong emphasis on project teams and temporary work assignments?

- a. Functional organization
- b. Matrix organization
- c. Hierarchical organization
- d. Divisional organization

55. What is the primary focus of the Theory of Constraints in organizational management?

- a. Minimizing employee turnover
- b. Identifying and alleviating bottlenecks in processes
- c. Promoting employee competition
- d. Encouraging job specialization

56. What does the term "workplace ethics" refer to in organizational behavior?

- a. Strict enforcement of rules and regulations
- b. Employees' personal values and behavior in the workplace
- c. Employee absenteeism rates
- d. Resistance to organizational change

57. Which type of organizational culture is characterized by a strong emphasis on risk-taking and innovation?

- a. Clan culture
- b. Adhocracy culture
- c. Market culture
- d. Hierarchy culture

58. What is the significance of the "Pygmalion effect" in organizational behavior?

- a. Focuses on the impact of physical work environment
- b. Emphasizes the role of leadership in employee motivation
- c. Describes the self-fulfilling prophecy where higher expectations lead to better performance
- d. Advocates for job rotation

59. What role does emotional intelligence play in organizational behavior?

- a. Emphasizes technical skills
- b. Focuses on interpersonal skills and understanding emotions
- c. Advocates for a rigid organizational structure
- d. Highlights the importance of job specialization

60. What is the primary purpose of performance appraisals in organizational behavior?

- a. Encouraging competition among employees
- b. Identifying training needs and areas for improvement
- c. Minimizing employee autonomy
- d. Promoting a hierarchical structure

61. What is the primary focus of the "Theory of Motivation Hygiene" proposed by Frederick Herzberg?

- a. Emphasizes the importance of social interactions
- b. Focuses on the dual factors of job satisfaction and dissatisfaction
- c. Advocates for a flat organizational structure
- d. Highlights the role of leadership in motivation

62. In organizational behavior, what does the term "cultural intelligence" refer to?

- a. Employee resistance to change
- b. The ability to work effectively across different cultures
- c. Technological advancements
- d. Formal rules and regulations

63. Which term describes the process of shaping the behavior of employees through rewards and punishments?

- a. Organizational culture
- b. Leadership style
- c. Behavior modification
- d. D. Job rotation

64. What is the primary focus of the concept of "work life balance" in organizational behavior?

- a. Maximizing working hours
- b. balancing professional and personal life demands
- c. Promoting job specialization
- d. Encouraging a rigid organizational structure

65. Which factor is considered crucial for effective teamwork in organizational behavior?

- a. Resistance to collaboration
- b. Lack of communication
- c. Interpersonal trust and communication
- d. Strict adherence to rules and regulations

66. What does the term "flexible work arrangements" refer to in organizational behavior?

- a. Strict enforcement of rules and regulations
- b. Resistance to organizational change
- c. Varied work hours and locations to accommodate employee needs
- d. Emphasis on job specialization

67. In the context of organizational behavior, what is the significance of "employee engagement"?

- a. Encouraging individualism
- b. Maximizing employee absenteeism
- c. Fostering a positive emotional connection between employees and their work
- d. Promoting strict adherence to rules

68. Which leadership style focuses on involving employees in decision-making processes?

- a. Autocratic leadership
- b. Transactional leadership
- c. Transformational leadership
- d. Laissez-faire leadership

69. What is the primary goal of the "Theory of Constraints" in organizational behavior?

- a. Minimizing employee turnover
- b. Identifying and addressing bottlenecks in processes
- c. Encouraging job rotation
- d. Promoting a flat organizational structure

70. What role does the concept of "organizational resilience" play in organizational behavior?

- a. Focuses on employee motivation
- b. Emphasizes the ability of an organization to adapt and recover from setbacks
- c. Promotes hierarchical organizational structures
- d. Advocates for rigid rules and regulations

71. What does the term "knowledge management" refer to in organizational behavior?

- a. Emphasizes employee motivation
- b. Focuses on the systematic process of creating, sharing, using, and managing knowledge in an organization
- c. Promotes job specialization
- d. Advocates for rigid organizational structures

72. Which concept in organizational behavior emphasizes the idea that individuals are motivated by a desire for personal growth and self-improvement?

- a. Maslow's Hierarchy of Needs
- b. Theory X and Theory Y
- c. Hawthorne Effect
- d. Job Rotation

73. In organizational behavior, what is the significance of the "Peter Principle"?

- a. Emphasizes the importance of continuous learning
- b. Describes the tendency for employees to rise to their level of incompetence
- c. Advocates for centralized decision-making
- d. Focuses on the role of job rotation

74. What is the primary focus of the concept of "employee empowerment" in organizational behavior?

- a. Strict enforcement of rules and regulations
- b. Encouraging centralized decision-making
- c. Allowing employees to take initiative and make decisions
- d. Promoting job specialization

75. Which factor is considered crucial for building and maintaining a positive organizational culture?

- a. High employee turnover
- b. Consistent communication of values and beliefs
- c. Lack of diversity
- d. Strict adherence to rules and regulations

76. What is the role of the "SWOT analysis" in organizational behavior?

- a. Evaluates an organization's strengths, weaknesses, opportunities, and threats
- b. Focuses on employee motivation
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

77. In organizational behavior, what does the term "change management" refer to?

- a. Focuses on resistance to change
- b. The systematic process of planning, implementing, and managing change in an organization
- c. Advocates for a flat organizational structure
- d. Emphasizes the importance of job specialization

78. What role does the concept of "emotional contagion" play in organizational behavior?

- a. The spreading of positive or negative emotions among employees
- b. Encourages individualism
- c. Advocates for a hierarchical organizational structure
- d. Focuses on employee resistance to change

79. Which leadership style is characterized by a hands-off approach, allowing employees to make decisions and solve problems?

- a. Transformational leadership
- b. Laissez-faire leadership
- c. Autocratic leadership
- d. Transactional leadership

80. What is the significance of the "Theory of Planned Behavior" in organizational behavior?

- a. Focuses on employee motivation
- b. Emphasizes the role of individual attitudes, subjective norms, and perceived behavioral control in decision-making
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

81. What does the term "organizational citizenship behavior" (OCB) refer to in organizational behavior?

- a. Employee absenteeism
- b. Voluntary, positive actions that benefit the organization and its members
- c. Job specialization
- d. Resistance to organizational change

82. In the context of organizational behavior, what is the significance of the "Johari Window"?

- a. Focuses on employee motivation
- b. Describes the relationship between job satisfaction and performance
- c. A model that represents the levels of trust and self-disclosure within a group
- d. Advocates for a flat organizational structure

83. What is the primary focus of the "Theory of Reasoned Action" in organizational behavior?

- a. Emphasizes employee motivation
- b. Focuses on the role of individual attitudes and subjective norms in predicting behavior
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

84. Which factor is considered crucial for effective team dynamics in organizational behavior?

- a. Lack of communication
- b. Resistance to collaboration
- c. Open communication and trust
- d. Strict adherence to rules and regulations

85. What does the term "group polarization" refer to in organizational behavior?

- a. The tendency for a group to conform to unanimous decisions
- b. Encourages individualism
- c. The strengthening of an individual's initial attitude in a group setting
- d. Advocates for centralized decision-making

Answer: C. The strengthening of an individual's initial attitude in a group setting

86. What role does the concept of "mentoring" play in organizational behavior?

- a. Focuses on employee motivation
- b. Encourages individualism
- c. Involves a more experienced individual guiding and supporting the development of a less experienced person

d. Promotes job rotation

87. In organizational behavior, what is the significance of the "Pyramid of Influence" model?

- a. Focuses on employee motivation
- b. Describes the impact of leadership on organizational culture
- c. Emphasizes the role of individual attitudes in decision-making
- d. Advocates for a flat organizational structure

88. What is the primary focus of the "Contingency Model of Leadership"?

- a. Emphasizes employee motivation
- b. Focuses on the situational factors that determine the effectiveness of leadership styles
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

Answer: B. Focuses on the situational factors that determine the effectiveness of leadership styles

89. What is the significance of the "Organizational Learning" concept in organizational behavior?

- a. Focuses on employee motivation

- b. Emphasizes the importance of continuous learning and adaptation within an organization
- c. Promotes job rotation
- d. Advocates for a hierarchical organizational structure

90. In organizational behavior, what does the term "glass ceiling" refer to?

- a. Employee resistance to change
- b. An invisible barrier that hinders the career advancement of women and minorities
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

91. What is the primary focus of the "Theory of Emotional Intelligence" in organizational behavior?

- a. Emphasizes employee motivation
- b. Focuses on the ability to perceive, understand, and manage emotions in oneself and others
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

92. In organizational behavior, what does the term "organizational justice" refer to?

- a. Focuses on employee motivation

- b. The perceived fairness in the distribution of rewards and punishments within an organization
- c. Encourages individualism
- d. Advocates for centralized decision-making

93. What is the significance of the "Job Characteristics Model" in organizational behavior?

- a. Focuses on employee motivation
- b. Describes the relationship between job satisfaction and performance
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

94. Which factor is considered a key element in building a positive organizational culture?

- a. High employee turnover
- b. Consistent communication of values and beliefs
- c. Lack of diversity
- d. Strict adherence to rules and regulations

95. What role does the concept of "workplace spirituality" play in organizational behavior?

- a. Emphasizes employee motivation
- b. Focuses on promoting a sense of purpose, meaning, and community in the workplace

- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

96. In organizational behavior, what does the term "telecommuting" refer to?

- a. Strict enforcement of rules and regulations
- b. Resistance to organizational change
- c. Allowing employees to work remotely from locations outside the traditional office
- d. Encouraging job rotation

97. What is the primary focus of the "Resource-Based View" in organizational behavior?

- a. Focuses on employee motivation
- b. Emphasizes the importance of tangible and intangible resources for organizational success
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

98. What role does the concept of "job crafting" play in organizational behavior?

- a. Encourages individualism
- b. Focuses on employee motivation
- c. Involves employees shaping and redefining their job roles to increase satisfaction

d. Advocates for centralized decision-making

99. What is the primary focus of the "Transactional Analysis" theory in organizational behavior?

- a. Focuses on employee motivation
- b. Emphasizes the role of transactional leadership in organizations
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

100. What is the significance of the "Four-Drive Theory" in organizational behavior?

- a. Focuses on employee motivation
- b. Describes the relationship between job satisfaction and performance
- c. Advocates for a flat organizational structure
- d. Highlights the role of four basic drives—acquire, bond, comprehend, and defend—in influencing human behavior at work

101. What is the primary focus of the "Goal-Setting Theory" in organizational behavior?

- a. Emphasizes employee motivation
- b. Highlights the importance of setting specific and challenging goals for performance improvement

- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

102. In organizational behavior, what does the term "cognitive bias" refer to?

- a. Encourages individualism
- b. Systematic patterns of deviation from norm or rationality in judgment
- c. Focuses on employee motivation
- d. Advocates for centralized decision-making

103. What role does the concept of "job satisfaction" play in organizational behavior?

- a. Describes the process of organizing tasks
- b. Focuses on the overall contentment and happiness of employees with their jobs
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

104. Which factor is considered crucial for building and maintaining effective communication in organizational behavior?

- a. Resistance to collaboration
- b. Open communication and trust
- c. Lack of diversity

d. Strict adherence to rules and regulations

105. What does the term "cultural fit" refer to in organizational behavior?

- a. The process of shaping organizational culture
- b. Encourages individualism
- c. The alignment between an individual's values and the values of the organization
- c. Advocates for centralized decision-making

106. What role does the concept of "employee resilience" play in organizational behavior?

- a. Emphasizes employee motivation
- b. Focuses on the ability of employees to bounce back from challenges and setbacks
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

107. In organizational behavior, what does the term "perceived organizational support" (POS) refer to?

- a. Focuses on employee motivation
- b. The extent to which employees believe their organization values their contributions and cares about their well-being
- c. Encourages individualism

d. Advocates for centralized decision-making

108. What is the primary focus of the "Theory of Planned Behavior" in organizational behavior?

- a. Describes the process of organizing tasks
- b. Focuses on employee motivation
- c. Emphasizes the role of individual attitudes, subjective norms, and perceived behavioral control in decision-making
- d. Advocates for a rigid organizational structure

109. Which factor is considered crucial for building a diverse and inclusive workplace in organizational behavior?

- a. High employee turnover
- b. Consistent communication of values and beliefs
- c. Lack of diversity
- d. Open communication and trust

110. What role does the concept of "employee burnout" play in organizational behavior?

- a. Emphasizes employee motivation
- b. Focuses on the state of physical or emotional exhaustion resulting from prolonged stress and overwork
- c. Promotes job rotation

d. Advocates for a rigid organizational structure

111. What does the term "job enrichment" refer to in organizational behavior?

- a. Focuses on employee motivation
- b. The process of redesigning jobs to increase employees' intrinsic motivation and satisfaction
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

112. In organizational behavior, what does the term "group cohesion" signify?

- a. Encourages individualism
- b. The degree to which group members are attracted to and motivated to stay with the group
- c. Focuses on employee motivation
- d. Advocates for centralized decision-making

113. What is the primary focus of the "Job Characteristics Model" in organizational behavior?

- a. Describes the process of organizing tasks
- b. Focuses on employee motivation
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

114. Which factor is considered crucial for effective conflict resolution in organizational behavior?

- a. Open communication and trust
- b. Resistance to collaboration
- c. Lack of diversity
- d. Strict adherence to rules and regulations

115. What role does the concept of "self-efficacy" play in organizational behavior?

- a. Encourages individualism
- b. Focuses on the belief in one's ability to perform tasks successfully
- c. Promotes job rotation
- d. Advocates for centralized decision-making

116. In organizational behavior, what does the term "virtual teams" refer to?

- a. Teams that rely on traditional communication methods
- b. Encourages individualism
- c. Teams that collaborate and work together remotely using digital communication tools
- d. Advocates for a flat organizational structure

117. What is the primary focus of the "Two Factor Theory" proposed by Frederick Herzberg?

- a. Emphasizes employee motivation
- b. Describes the relationship between job satisfaction and performance
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure

118. Which leadership style is characterized by a leader who sets clear expectations and provides rewards or punishments based on performance?

- a. Transformational leadership
- b. Transactional leadership
- c. Autocratic leadership
- d. Laissez-faire leadership

119. In organizational behavior, what does the term "emotional labor" refer to?

- a. Encourages individualism
- b. The effort, planning, and control needed to express organizationally desired emotions during interpersonal transactions
- c. Focuses on employee motivation
- d. Advocates for centralized decisionmaking

120. What is the significance of the "Job Demand Control Model" in organizational behavior?

- a. Describes the process of organizing tasks
- b. Focuses on the relationship between job demands and the level of control employees have over their work
- c. Promotes job rotation
- d. Advocates for a rigid organizational structure



ANSWER

S.NO	ANSWER
1	C
2	C
3	B
4	C
5	C
6	B
7	B
8	B
9	B
10	C
11	B
12	B
13	B
14	B
15	B
16	B
17	B
18	A
19	C
20	B
21	B
22	A
23	A
24	D
25	B
26	B
27	A

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28	C
29	B
30	C
31	B
32	C
33	B
34	B
35	B
36	B
37	C
38	B
39	B
40	B
41	C
42	B
43	C
44	C
45	B
46	A
47	C
48	B
49	B
50	C
51	C
52	C
53	B
54	B
55	B
56	B
57	B
58	C

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59	B
60	D
61	B
62	B
63	C
64	B
65	C
66	C
67	C
68	C
69	B
70	B
71	B
72	A
73	B
74	B
75	B
76	A
77	B
78	A
79	B
80	B
81	B
82	C
83	B
84	C
85	C
86	C
87	B
88	B
89	B

St. Joseph's College of Arts and Science for Women, Hosur

90	B
91	B
92	B
93	A
94	B
95	B
96	C
97	B
98	C
99	B
100	D
101	B
102	B
103	B
104	B
105	C
106	B
107	B
108	C
109	D
110	B
111	B
112	B
113	B
114	A
115	B
116	C
117	A
118	B
119	B
120	B

UNIT 2

1. What is the primary focus of the study of personality?
 - a. Organizational structure
 - b. Individual differences in behavior patterns
 - c. Economic systems
 - d. Technological advancements
2. Which of the following is a determinant of personality according to psychological theories?
 - a. Organizational policies
 - b. Genetic factors
 - c. Marketing strategies
 - d. Budgetary constraints
3. What is the significance of the "Big Five" personality traits in personality measurement?
 - a. Describes organizational structures
 - b. Identifies five major dimensions of personality: openness, conscientiousness, extraversion, agreeableness, and neuroticism
 - c. Evaluates economic systems
 - d. Advocates for job specialization

4. According to psychoanalytic theory, what component of personality operates on the reality principle?

- a. Id
- b. Ego
- c. Superego
- d. Libido

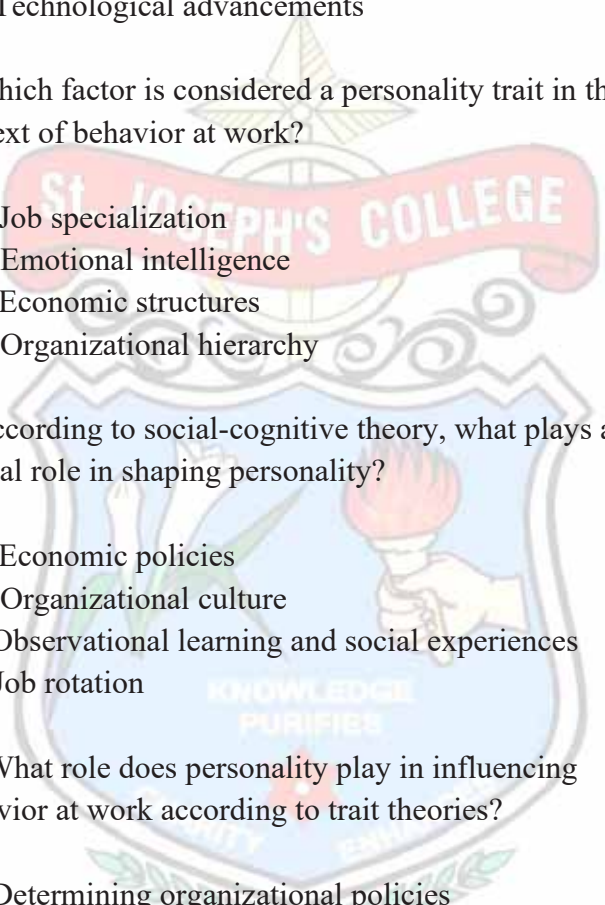
5. What does the term "self-efficacy" refer to in theories of personality?

- a. The belief in one's ability to perform specific tasks
- b. The impact of economic systems on behavior
- c. The influence of organizational policies
- d. The importance of job specialization

6. According to the trait theory of personality, what are enduring characteristics that describe an individual's behavior called?

- a. Temporary factors
- b. Situational influences
- c. Personality traits
- d. Economic indicators

7. What is the primary emphasis of the humanistic theory of personality?

- 
- The logo of St. Joseph's College is a large, faint watermark in the background. It features a shield with a cross, a banner across the top that reads 'ST. JOSEPH'S COLLEGE', and the motto 'KNOWLEDGE PURIFIES' at the bottom. The shield is flanked by two figures, one holding a torch and the other a book.
- a. Economic determinants
 - b. Genetic influences
 - c. Self-actualization and personal growth
 - d. Technological advancements
8. Which factor is considered a personality trait in the context of behavior at work?
- a. Job specialization
 - b. Emotional intelligence
 - c. Economic structures
 - d. Organizational hierarchy
9. According to social-cognitive theory, what plays a crucial role in shaping personality?
- a. Economic policies
 - b. Organizational culture
 - c. Observational learning and social experiences
 - d. Job rotation
10. What role does personality play in influencing behavior at work according to trait theories?
- a. Determining organizational policies
 - b. Shaping individual reactions to job tasks and interactions with colleagues
 - c. Influencing economic systems

d. Advocating for job specialization

11. What is a commonly used method for measuring personality traits in psychological assessments?

- a. financial analysis
- b. IQ testing
- c. Job specialization
- d. Personality questionnaires

12. According to Freud's psychoanalytic theory, what is the part of the personality that represents moral standards?

- a. Id
- b. Ego
- c. Superego
- D. Libido

13. Which personality theory suggests that behavior is a result of the interaction between a person's traits, the environment, and the person's behavior?

- a. Psychoanalytic theory
- b. Trait theory
- c. Social-cognitive theory
- d. Humanistic theory

14. In personality measurement, what is the "MMPI" primarily used for?

- a. Assessing cognitive abilities
- b. Analyzing economic structures
- c. Measuring psychological disorders
- d. Evaluating job specialization

15. According to the humanistic perspective, what term is used to describe the innate drive to achieve one's full potential?

- a. Self-efficacy
- b. Self-actualization
- c. Id
- d. Ego

16. Which personality trait, as identified by the Big Five model, is associated with being organized, responsible, and reliable?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

Answer: B. Conscientiousness

17. What does the term "locus of control" refer to in personality psychology?

- a. Economic policies
- b. The extent to which individuals believe they can control events affecting them
- c. Job specialization
- d. Organizational structures

18. According to trait theories, what is a stable characteristic that defines an individual's overall demeanor?

- a. Personality trait
- b. Economic structure
- c. Organizational policy
- d. Job specialization

19. What does the term "self-monitoring" refer to in the context of personality?

- a. The ability to adjust behavior to external, situational factors
- b. The impact of organizational hierarchy
- c. Economic determinants of behavior
- d. Job rotation strategies

20. In personality theories, what is the concept of reciprocal determinism?

- a. The interaction between genetic factors and personality traits
- b. The dynamic interplay among personal, behavioral, and environmental influences
- c. Economic structures influencing behavior
- d. The role of job specialization in personality development

21. What does the term "self-esteem" refer to in the context of personality?

- a. The belief in one's ability to perform specific tasks
- b. The overall positive or negative evaluation of oneself
- c. The impact of economic policies on individual behavior
- d. The importance of job specialization

22. According to Freudian psychoanalytic theory, what is the primary focus of the "Oedipus complex"?

- a. Genetic influences on personality
- b. The relationship between ego and superego
- c. The child's unconscious desire for the opposite-sex parent

- d. Economic determinants of behavior
23. What does the term "psychodynamic perspective" emphasize in understanding personality?
- a. The role of genetics
 - b. The influence of unconscious processes and childhood experiences
 - c. Economic structures shaping personality
 - d. The importance of job specialization
24. According to the trait theory, which trait is associated with being imaginative, curious, and open to new experiences?
- a. Openness
 - b. Conscientiousness
 - c. Extraversion
 - d. Neuroticism
25. What role does the concept of "self-concept" play in personality theories?
- a. The belief in one's ability to perform specific tasks
 - b. The overall perception and evaluation of oneself
 - c. Economic structures influencing behavior
 - d. Job rotation strategies

26. In the context of personality, what is the "Halo Effect"?

- a. The tendency for one's overall impression of a person to influence how they feel and think about their character
- b. The impact of economic policies on individual behavior
- c. The role of job specialization in shaping personality
- d. Genetic influences on personality traits

Answer: A. The tendency for one's overall impression of a person to influence how they feel and think about their character

27. According to the trait theory, what does the term "agreeableness" represent in personality?

- a. The tendency to be organized and responsible
- b. The degree of emotional stability
- c. The ability to get along with others and be cooperative
- d. The impact of economic determinants on behavior

28. What is the role of the "Rorschach inkblot test" in the measurement of personality?

- a. Analyzing economic structures

- b. Assessing cognitive abilities
- c. Evaluating psychological disorders through the interpretation of inkblot images
- d. Advocating for job specialization

29. According to the social-cognitive theory, what is "reciprocal determinism"?

- a. The interaction between genetic factors and personality traits
- b. The dynamic interplay among personal, behavioral, and environmental influences
- c. The influence of economic structures on individual behavior
- d. The importance of job specialization in personality development

30. What role does the concept of "self-regulation" play in understanding personality?

- a. The belief in one's ability to perform specific tasks
- b. The ability to control and manage one's behavior and emotions
- c. Economic structures shaping personality
- d. Job rotation strategies

31. According to Freudian psychoanalytic theory, what is the role of the "id" in personality?

- a. Mediator between ego and superego
 - b. Unconscious reservoir of primitive, instinctual drives
 - c. Source of moral standards
 - d. Economic determinant of behavior
32. What does the term "self-efficacy" refer to in the context of personality theories?
- a. The belief in one's ability to perform specific tasks
 - b. The impact of economic structures on individual behavior
 - c. The importance of job specialization
 - d. The overall positive or negative evaluation of oneself
33. In the context of personality measurement, what does the acronym "NEO-PI-R" stand for?
- a. New Experimental Observation for Personality Inventory - Revised
 - b. Neuroticism, Extraversion, Openness - Personality Inventory - Revised
 - c. National Employment and Occupation - Personality Index - Revised
 - d. Nurturing, Empathy, Open-mindedness - Psychometric Instrument - Revised

34. According to the social-cognitive theory, what role does observational learning play in shaping personality?

- a. Economic structures influencing behavior
- b. The impact of genetic factors
- c. Learning from observing the behavior of others
- d. The importance of job specialization

35. What is the primary focus of the "Self-Determination Theory" in understanding personality?

- a. Determining economic policies
- b. Examining genetic influences on personality traits
- c. Understanding the role of intrinsic motivation and basic psychological needs
- d. Advocating for job specialization

36. According to the trait theory, which trait is associated with being emotionally stable and resilient?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

37. What does the term "self-serving bias" imply in the context of personality psychology?

- a. The tendency to attribute positive events to one's own character and negative events to external factors
- b. The impact of economic policies on individual behavior
- c. The role of job specialization in shaping personality
- d. Genetic influences on personality traits

38. According to the humanistic perspective, what is the term used to describe the innate drive to fulfill one's potential and achieve personal growth?

- a. Self-efficacy
- b. Self-actualization
- c. Id
- d. Ego

39. What is the significance of the "Minnesota Multiphasic Personality Inventory (MMPI)" in psychological assessments?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Evaluating psychological disorders through a standardized questionnaire
- d. Advocating for job specialization

40. In personality theories, what does the concept of "self-monitoring" refer to?

- a. The belief in one's ability to perform specific tasks
- b. The ability to adjust behavior to external, situational factors
- c. Economic structures influencing behavior
- d. Job rotation strategies

41. According to the trait theory, which trait is associated with being sociable, outgoing, and energetic?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

42. What is the primary focus of the "Projective Test" in assessing personality?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Evaluating unconscious thoughts and feelings through ambiguous stimuli
- d. Advocating for job specialization

43. According to the social-cognitive theory, what is the role of self-efficacy in behavior?

- a. Economic structures influencing behavior
- b. The belief in one's ability to perform specific tasks affecting behavior
- c. Genetic influences on personality traits
- d. The importance of job specialization

44. What is the significance of the "Myers-Briggs Type Indicator (MBTI)" in personality assessments?

- a. Analyzing economic policies
- b. Assessing cognitive abilities
- c. Classifying individuals into personality types based on preferences in four dichotomies
- d. Advocating for job specialization

Answer: C. Classifying individuals into personality types based on preferences in four dichotomies

45. According to Freudian psychoanalytic theory, what is the role of the "ego" in personality?

- a. Unconscious reservoir of primitive drives
- b. Source of moral standards
- c. Mediator between id and superego
- d. Economic determinant of behavior

46. What is the primary focus of the "Trait Theory" in understanding personality?

- a. Economic structures shaping behavior
- b. The impact of genetic factors
- c. Identifying and classifying enduring characteristics that describe an individual's behavior
- d. The importance of job specialization

47. According to the humanistic perspective, what is the term used to describe the need for love, acceptance, and a sense of belonging?

- a. Self-efficacy
- b. Self-actualization
- c. Belongingness
- d. Ego

48. What does the term "psychological resilience" refer to in personality psychology?

- a. The ability to adjust behavior to external, situational factors
- b. The impact of economic structures on individual behavior
- c. The capacity to bounce back from adversity and maintain mental well-being
- d. Job rotation strategies

49. In personality theories, what is the "Self-Discrepancy Theory" concerned with?

- a. Economic determinants of behavior
- b. Discrepancies between actual self, ideal self, and ought self
- c. The impact of genetic factors
- d. The importance of job specialization

50. What is the primary focus of the "Cognitive-Behavioral Therapy (CBT)" approach in treating personality disorders?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Changing maladaptive thought patterns and behaviors
- d. Advocating for job specialization

51. According to the "Biopsychosocial Model," what factors contribute to the development of personality?

- a. Economic policies
- b. Genetic, psychological, and social factors
- c. Organizational structures
- d. Job specialization

52. What is the primary emphasis of the "Behaviorist Perspective" in understanding personality?

- a. Economic structures shaping behavior
- b. The impact of genetic factors
- c. Observable behavior as a result of environmental stimuli and reinforcement
- d. The importance of job specialization

53. According to Erik Erikson's psychosocial theory, what is the central task of the stage called "Identity vs. Role Confusion"?

- a. Establishing intimacy with others
- b. Forming a sense of identity
- c. Developing trust in infancy
- d. Economic determinants of behavior

54. What role does the concept of "self-esteem" play in shaping an individual's personality?

- a. The belief in one's ability to perform specific tasks
- b. The overall positive or negative evaluation of oneself
- c. Economic structures influencing behavior
- d. Job rotation strategies

55. According to the social-cognitive theory, what is "self-efficacy" related to?

- a. Economic structures influencing behavior
- b. The belief in one's ability to perform specific tasks
- c. Genetic influences on personality traits
- d. The importance of job specialization

56. What is the primary focus of the "Personality Inventory for DSM-5 (PID-5)" in assessing personality disorders?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Evaluating personality traits associated with psychopathology
- d. Advocating for job specialization

57. In personality theories, what does the term "self-schema" refer to?

- a. The belief in one's ability to perform specific tasks
- b. A cognitive structure representing beliefs and feelings about oneself
- c. Economic structures shaping personality
- d. Job rotation strategies

58. According to the trait theory, which trait is associated with being dependable, organized, and responsible?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

59. What role does the concept of "self-handicapping" play in personality psychology?

- a. The belief in one's ability to perform specific tasks
- b. Creating obstacles to have an excuse for potential failure
- c. Economic structures influencing behavior
- d. Job rotation strategies

60. According to the "Personality Traits Theory," what are the "Dark Triad" traits?

- a. Narcissism, Machiavellianism, and Psychopathy
- b. Openness, Conscientiousness, and Extraversion
- c. Belongingness, Esteem, and Self-actualization
- d. Economic determinants of behavior

61. What is the primary focus of the "Self-Determination Theory (SDT)" in understanding personality?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Examining the role of autonomy, competence, and relatedness in motivation and personality
- d. Advocating for job specialization

62. According to Carl Rogers' Humanistic Theory, what term is used to describe the acceptance and love a person receives regardless of their behavior?

- a. Conditional positive regard
- b. Unconditional positive regard
- c. Economic structures shaping behavior
- d. Job rotation strategies

63. What is the primary focus of the "Situation Strength Theory" in understanding personality behavior?

- a. Economic structures influencing behavior
- b. The impact of genetic factors
- c. The degree to which situations provide cues for certain types of behavior
- d. The importance of job specialization

64. According to the social-cognitive theory, what is the role of "observational learning" in shaping personality?

- a. Economic structures influencing behavior
- b. Learning from observing the behavior of others
- c. The impact of genetic factors
- d. The importance of job specialization

65. What does the term "self-efficacy" refer to in the context of Bandura's socialcognitive theory?

- a. Economic structures influencing behavior
- b. The belief in one's ability to perform specific tasks
- c. Genetic influences on personality traits
- d. The importance of job specialization

66. In personality psychology, what is the "Barnum Effect"?

- a. The belief in one's ability to perform specific tasks
- b. The tendency for individuals to accept vague and general personality descriptions as personally accurate
- c. Economic structures influencing behavior
- d. Job rotation strategies

67. According to Erikson's psychosocial theory, what is the primary task during the stage of "Generativity vs. Stagnation"?

- a. Economic policies
- b. Caring for the next generation and contributing to society
- c. Analyzing economic structures
- d. Advocating for job specialization

68. What role does the concept of "self-actualization" play in humanistic theories of personality?

- a. The belief in one's ability to perform specific tasks
- b. The innate drive to fulfill one's potential and achieve personal growth
- c. Economic structures influencing behavior
- d. Job rotation strategies

69. According to the Trait Theory, what is the "Eysenck Personality Inventory (EPI)" used for?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Measuring personality based on extraversion, neuroticism, and psychoticism
- d. Advocating for job specialization

70. What is the primary focus of the "Hierarchy of Needs" theory proposed by Abraham Maslow?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. The hierarchy of human needs, from basic physiological needs to self-actualization
- d. Advocating for job specialization

71. What is the central concept in the "Trait Perspective" of personality?

- a. Economic structures
- b. Personality traits
- c. Genetic factors
- d. Job specialization

72. According to the "Personality Trait Theory," what is the concept of "Agreeableness" associated with?

- a. Openness
- b. Conscientiousness
- c. Agreeableness
- d. Neuroticism

73. In the context of personality, what does the term "psychodynamic" refer to?

- a. Economic determinants of behavior
- b. Influences of unconscious processes and childhood experiences
- c. The importance of job specialization
- d. The impact of genetic factors

74. What is the central idea behind the "Person-Situation Interaction" approach in personality psychology?

- a. Economic structures influencing behavior
- b. The dynamic interplay between an individual's traits and the characteristics of the situation
- c. Genetic influences on personality traits
- d. The importance of job specialization

75. According to the "Trait Theory," what is the concept of "Neuroticism" associated with?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

76. What is the primary focus of the "Behaviorist Perspective" in understanding personality?

- a. Economic structures shaping behavior
- b. The impact of genetic factors
- c. Observable behavior as a result of environmental stimuli and reinforcement
- d. The importance of job specialization

77. According to the "Biopsychosocial Model," what factors contribute to the development of personality?

- a. Economic policies
- b. Genetic, psychological, and social factors
- c. Organizational structures
- d. Job specialization

78. What is the central concept in Bandura's social-cognitive theory of personality?

- a. Economic structures influencing behavior
- b. The impact of genetic factors
- c. Observational learning and self-efficacy
- d. The importance of job specialization

79. According to the "Personality Traits Theory," what is the concept of "Openness" associated with?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

80. What is the primary focus of the "Sociocultural Perspective" in understanding personality?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Emphasizing the influence of culture and social interactions on personality development
- d. Advocating for job specialization

81. According to the "Personality Traits Theory," what is the concept of "Conscientiousness" associated with?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

82. What is the primary focus of the "Personality Disorders" category in psychological diagnosis?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Identifying and treating maladaptive patterns of behavior, cognition, and inner experience

d. Advocating for job specialization

83. According to the "Trait Theory," what is the concept of "Extraversion" associated with?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

84. In personality psychology, what is the "Big Five" model?

- a. Analyzing economic structures
- b. A model that identifies five major dimensions of personality: openness, conscientiousness, extraversion, agreeableness, and neuroticism
- c. Assessing cognitive abilities
- d. Advocating for job specialization

85. According to the "Hierarchy of Needs" theory, what is the highest level of need that individuals strive to achieve?

- a. Analyzing economic structures
- b. Self-actualization
- c. Esteem needs
- d. Advocating for job specialization

86. What is the primary focus of the "Narrative Identity Theory" in understanding personality development?

- a. Economic structures influencing behavior
- b. The importance of storytelling in shaping one's identity
- c. Genetic influences on personality traits
- d. The impact of job specialization

87. According to Erikson's psychosocial theory, what is the primary task during the stage of "Integrity vs. Despair"?

- a. Economic policies
- b. Developing trust in infancy
- c. Reflecting on one's life and finding a sense of fulfillment
- d. Advocating for job specialization

88. What does the term "self-schema" refer to in the context of personality psychology?

- a. Economic structures influencing behavior
- b. A cognitive structure representing beliefs and feelings about oneself
- c. Genetic influences on personality traits
- d. The importance of job specialization

89. What is the primary emphasis of the "Transactional Analysis" theory in understanding personality and communication?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Examining social transactions and interactions between individuals
- d. Advocating for job specialization

90. According to the "Personality Traits Theory," what is the concept of "Agreeableness" associated with?

- a. Openness
- b. Conscientiousness
- c. Agreeableness
- d. Neuroticism

91. What is the primary focus of the "Self-Verification Theory" in understanding personality?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. The tendency of individuals to seek confirmation of their existing self-concept
- d. Advocating for job specialization

92. According to the "Psychodynamic Perspective," what is the role of the "superego" in personality?

- a. Economic structures shaping behavior
- b. The unconscious reservoir of primitive drives
- c. Moral standards and internalized values
- d. The impact of genetic factors

93. In the context of personality, what is the "Barnum Effect"?

- a. Economic structures influencing behavior
- b. The belief in one's ability to perform specific tasks
- c. The tendency for individuals to accept vague and general personality descriptions as personally accurate
- d. The importance of job specialization

94. According to the "Humanistic Perspective," what term is used to describe the experience of living in harmony with one's values and beliefs?

- a. Analyzing economic structures
- b. Self-actualization
- c. Congruence
- d. Advocating for job specialization

95. What is the role of "self-monitoring" in personality psychology?

- a. The belief in one's ability to perform specific tasks
- b. The ability to adjust behavior to external, situational factors
- c. Economic structures influencing behavior
- d. Job rotation strategies

96. According to the "Personality Traits Theory," what is the concept of "Emotional Stability" associated with?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

97. What does the "Self-serving Bias" refer to in the context of personality psychology?

- a. The tendency to attribute positive events to one's own character and negative events to external factors
- b. Economic structures shaping behavior
- c. The role of job specialization in personality development
- d. Genetic influences on personality traits

98. According to the "Psychosexual Stages of Development" by Freud, what is the primary focus during the "Latency Stage"?

- a. Economic policies
- b. Developing trust in infancy
- c. Acquiring knowledge and skills, forming friendships
- d. Advocating for job specialization

99. What is the primary focus of the "Evolutionary Personality Psychology" perspective?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Understanding how human personality traits have evolved to enhance survival and reproduction
- d. Advocating for job specialization

100. According to the "Self-Discrepancy Theory," what is the concept of "Ought Self" concerned with?

- a. Economic determinants of behavior
- b. Discrepancies between actual self, ideal self, and ought self
- c. The impact of genetic factors
- d. The importance of job specialization

101. What is the central concept in Albert Bandura's social-cognitive theory?

- a. Economic structures influencing behavior
- b. Observational learning and self-efficacy
- c. Genetic influences on personality traits
- d. The importance of job specialization

102. According to the "Trait Theory," what is the concept of "Agreeableness" associated with?

- a. Openness
- b. Conscientiousness
- c. Agreeableness
- d. Neuroticism

103. What role does the concept of "self-esteem" play in shaping an individual's personality?

- a. The belief in one's ability to perform specific tasks
- b. The overall positive or negative evaluation of oneself
- c. Economic structures influencing behavior
- d. Job rotation strategies

104. According to the "Trait Theory," what is the concept of "Openness" associated with?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

105. What is the primary focus of the "Behaviorist Perspective" in understanding personality?

- a. Economic structures shaping behavior
- b. The impact of genetic factors
- c. Observable behavior as a result of environmental stimuli and reinforcement
- d. The importance of job specialization

106. In the context of personality, what does the term "psychodynamic" refer to?

- a. Economic determinants of behavior
- b. Influences of unconscious processes and childhood experiences
- c. The importance of job specialization
- d. The impact of genetic factors

107. According to the "Personality Traits Theory," what is the concept of "Conscientiousness" associated with?

- a. Openness
- b. Conscientiousness

- c. Extraversion
- d. Neuroticism

108. What is the significance of the "Minnesota Multiphasic Personality Inventory (MMPI)" in psychological assessments?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Evaluating psychological disorders through a standardized questionnaire
- d. Advocating for job specialization

109. According to the "Humanistic Perspective," what is the term used to describe the innate drive to fulfill one's potential and achieve personal growth?

- a. Self-efficacy
- b. Self-actualization
- c. Id
- d. Ego

110. What is the primary focus of the "Hierarchy of Needs" theory proposed by Abraham Maslow?

- a. Analyzing economic structures
- b. Assessing cognitive abilities

- c. The hierarchy of human needs, from basic physiological needs to self-actualization
- d. Advocating for job specialization

111. According to Freud's psychoanalytic theory, what is the primary function of the "id" in personality?

- a. Economic structures shaping behavior
- b. Mediating between the ego and superego
- c. Unconscious reservoir of primitive drives
- d. Advocating for job specialization

112. In personality psychology, what does the term "self-handicapping" refer to?

- a. The belief in one's ability to perform specific tasks
- b. Creating obstacles to have an excuse for potential failure
- c. Economic structures influencing behavior
- d. Job rotation strategies

113. According to Erikson's psychosocial theory, what is the primary task during the stage of "Industry vs. Inferiority"?

- a. Economic policies
- b. Developing trust in infancy
- c. Mastering skills and competence

d. Advocating for job specialization

114. What is the primary focus of the "Trait Theory" in understanding personality?

- a. Economic structures shaping behavior
- b. Identifying and classifying enduring characteristics that describe an individual's behavior
- c. The impact of genetic factors
- d. The importance of job specialization

115. According to the "Biopsychosocial Model," what factors contribute to the development of personality?

- a. Economic policies
- b. Genetic, psychological, and social factors
- c. Organizational structures
- d. Job specialization

116. What is the primary emphasis of the "Transactional Analysis" theory in understanding personality and communication?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Examining social transactions and interactions between individuals
- d. Advocating for job specialization

117. According to Carl Rogers' Humanistic Theory, what term is used to describe the acceptance and love a person receives regardless of their behavior?

- a. Conditional positive regard
- b. Unconditional positive regard
- c. Economic structures shaping behavior
- d. Job rotation strategies

118. What is the primary focus of the "Narrative Identity Theory" in understanding personality development?

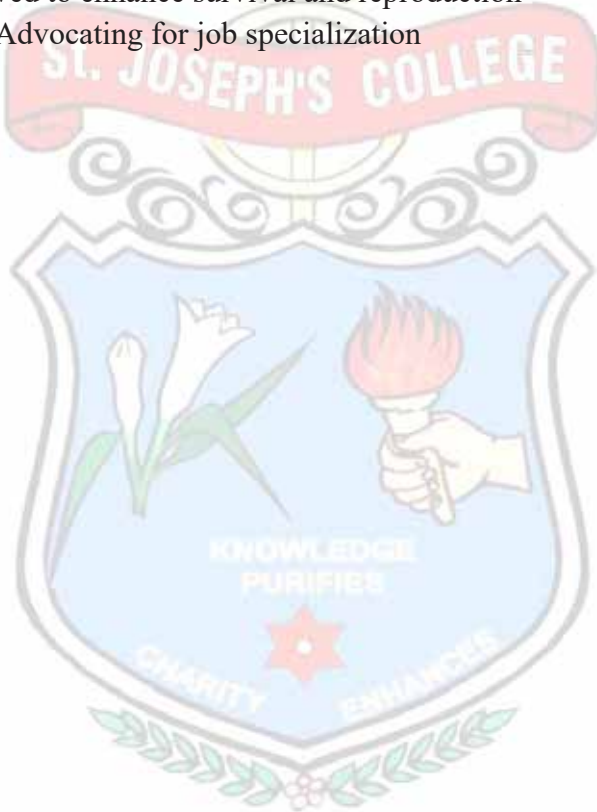
- a. Economic structures influencing behavior
- b. The importance of storytelling in shaping one's identity
- c. Genetic influences on personality traits
- d. The impact of job specialization

119. According to the "Personality Traits Theory," what is the concept of "Extraversion" associated with?

- a. Openness
- b. Conscientiousness
- c. Extraversion
- d. Neuroticism

120. What is the primary focus of the "Evolutionary Personality Psychology" perspective?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Understanding how human personality traits have evolved to enhance survival and reproduction
- d. Advocating for job specialization



ANSWER

S.NO	ANSWER
1	B
2	B
3	B
4	B
5	A
6	C
7	C
8	B
9	C
10	B
11	D
12	C
13	C
14	C
15	B
16	B
17	B
18	A
19	A
20	B
21	B
22	C
23	B
24	A
25	B
26	A
27	C

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28	C
29	B
30	B
31	B
32	A
33	B
34	C
35	C
36	D
37	A
38	B
39	C
40	B
41	C
42	C
43	B
44	C
45	C
46	C
47	B
48	C
49	B
50	C
51	B
52	C
53	B
54	B
55	B
56	C
57	B
58	B

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59	B
60	A
61	C
62	B
63	C
64	B
65	B
66	B
67	B
68	B
69	C
70	C
71	B
72	C
73	B
74	B
75	D
76	C
77	B
78	C
79	A
80	C
81	B
82	C
83	C
84	B
85	B
86	B
87	C
88	B
89	C

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90	C
91	C
92	C
93	C
94	C
95	B
96	D
97	A
98	C
99	C
100	B
101	B
102	C
103	B
104	A
105	C
106	B
107	B
108	C
109	B
110	C
111	C
112	B
113	C
114	B
115	B
116	C
117	B
118	B
119	C
120	C

UNIT - 3

1. What is the primary focus of motivation in an organizational context?
 - a. Economic structures
 - b. Enhancing employee engagement and performance
 - c. Analyzing market trends
 - d. Job rotation strategies
2. How is motivation commonly defined?
 - a. Analyzing economic structures
 - b. The force that drives individuals to take certain actions and persist in those actions over time
 - c. Assessing cognitive abilities
 - d. Advocating for job specialization
3. Why is motivation considered important in an organization?
 - a. Economic policies
 - b. It contributes to increased productivity and job satisfaction
 - c. Organizational structures
 - d. Job specialization strategies

4. What are tools and techniques commonly used for motivation or incentives in organizations?

- a. Analyzing economic structures
- b. Economic policies and job rotation
- c. Assessing cognitive abilities
- d. Monetary rewards, recognition, and career development opportunities

5. Which model suggests that human needs are arranged in a hierarchy from basic physiological needs to higher-order psychological needs?

- a. Maslow's Need Hierarchy
- b. Analyzing economic structures
- c. Hertzberg's Two-Factor Theory
- d. Advocating for job specialization

6. What does Maslow's Need Hierarchy propose as the highest level need?

- a. Analyzing economic structures
- b. Self-actualization
- c. Esteem needs
- d. Advocating for job specialization

7. Which theory suggests that employees are motivated either by external rewards or by internal satisfaction of the job itself?

- a. Analyzing economic structures
- b. Maslow's Need Hierarchy
- c. Theory X and Y
- d. Advocating for job specialization

8. What is the assumption of Theory X regarding employees?

- a. Economic structures shaping behavior
- b. Employees dislike work and will avoid it if possible
- c. Genetic influences on motivation
- d. Job rotation strategies

9. According to Herzberg's Two-Factor Theory, what are "hygiene factors"?

- a. Analyzing economic structures
- b. Factors that, when lacking, cause dissatisfaction but, when present, do not significantly increase satisfaction
- c. Assessing cognitive abilities
- d. Advocating for job specialization

10. What do Theories of Motivation aim to explain?

- a. Economic policies
- b. The psychological processes that cause the direction, intensity, and persistence of voluntary actions
- c. Organizational structures
- d. Job specialization strategies

11. What is the primary emphasis of Douglas McGregor's Theory X?

- a. Economic structures
- b. Positive view of employees and trust in their abilities
- c. Employees are inherently lazy and require close supervision
- d. Advocating for job specialization

12. Which motivational theory suggests that people have two sets of needs: hygiene factors and motivators?

- a. Analyzing economic structures
- b. Maslow's Need Hierarchy
- c. Herzberg's Two-Factor Theory
- d. Advocating for job specialization

13. What is the central idea behind McClelland's Need Theory?

- a. Analyzing economic structures

- b. The importance of social interaction in the workplace
 - c. People are motivated by three needs: achievement, affiliation, and power
 - d. Advocating for job specialization
14. According to Theory X and Y, what does Theory Y assume about employees?
- a. Economic structures shaping behavior
 - b. Employees find work inherently satisfying and seek opportunities to be creative
 - c. Genetic influences on motivation
 - d. Job rotation strategies
15. What role do "motivators" play in Herzberg's Two-Factor Theory?
- a. Analyzing economic structures
 - b. Factors that, when present, increase job satisfaction and motivation
 - c. Assessing cognitive abilities
 - d. Advocating for job specialization
16. Which theory suggests that individuals are motivated by their perception of the fairness of outcomes in relation to their inputs?

- a. Economic structures
- b. Equity Theory
- c. Hierarchy of Needs
- d. Advocating for job specialization

17. What is the concept of "Expectancy" in Vroom's Expectancy Theory?

- a. Analyzing economic structures
- b. The belief that effort will lead to performance
- c. The impact of genetic factors on motivation
- d. Advocating for job specialization

18. According to Alderfer's ERG Theory, what are the three core needs that motivate human behavior?

- a. Analyzing economic structures
- b. Existence, Relatedness, and Growth
- c. Assessing cognitive abilities
- d. Advocating for job specialization

19. What does the "Need for Achievement" refer to in McClelland's Need Theory?

- a. Economic structures influencing behavior
- b. The desire to accomplish something difficult and attain a standard of excellence
- c. Genetic influences on motivation

d. The importance of job specialization

20. In Vroom's Expectancy Theory, what is the concept of "Valence"?

- a. Analyzing economic structures
- b. The value a person places on the outcomes or rewards
- c. Assessing cognitive abilities
- d. Advocating for job specialization

21. What is the primary focus of the "Goal-Setting Theory" in motivation?

- a. Economic structures
- b. Setting specific and challenging goals to enhance performance
- c. Genetic influences on motivation
- d. Advocating for job specialization

22. According to Maslow's Need Hierarchy, which need is considered a higher-order need?

- a. Analyzing economic structures
- b. Physiological needs
- c. Esteem needs
- d. Advocating for job specialization

23. What is the key concept in the "Reinforcement Theory" of motivation?

- a. Economic structures influencing behavior
- b. The impact of genetic factors on motivation
- c. Rewards and punishments influence behavior
- d. The importance of job specialization

24. According to McClelland's Need Theory, what is the "Need for Affiliation"?

- a. Analyzing economic structures
- b. The desire for friendly and close interpersonal relationships
- c. Genetic influences on motivation
- d. The importance of job specialization

25. What is the concept of "Valence" in Vroom's Expectancy Theory?

- a. Analyzing economic structures
- b. The belief that effort will lead to performance
- c. The value a person places on the outcomes or rewards
- d. Advocating for job specialization

26. According to Equity Theory, what happens if employees perceive an imbalance between their inputs and outcomes compared to others?
- a. Economic structures
 - b. Job rotation strategies
 - c. A sense of inequity and dissatisfaction
 - d. Advocating for job specialization
27. What is the primary assumption of Herzberg's Two-Factor Theory regarding job satisfaction and dissatisfaction?
- a. Analyzing economic structures
 - b. Job satisfaction and dissatisfaction are independent factors
 - c. Assessing cognitive abilities
 - d. Advocating for job specialization
28. What is the focus of the "Cognitive Evaluation Theory" in motivation?
- a. Analyzing economic structures
 - b. Assessing cognitive abilities
 - c. The impact of genetic factors on motivation
 - d. The role of rewards and intrinsic motivation

29. In Maslow's Need Hierarchy, what needs fall under the category of "Physiological Needs"?

- a. Analyzing economic structures
- b. Food, water, and shelter
- c. Genetic influences on motivation
- d. The importance of job specialization

30. What is the primary emphasis of the "Social-Learning Theory" in motivation?

- a. Analyzing economic structures
- b. Observational learning and imitation influence motivation
- c. Assessing cognitive abilities
- d. Advocating for job specialization

31. What does the "Acquired Needs Theory" propose regarding individuals' needs?

- a. Analyzing economic structures
- b. People develop needs based on their life experiences
- c. Genetic influences on motivation
- d. Advocating for job specialization

32. According to Vroom's Expectancy Theory, what is the concept of "Instrumentality"?

- a. Analyzing economic structures
 - b. The belief that performance will lead to a specific outcome
 - c. Assessing cognitive abilities
 - d. Advocating for job specialization
33. What is the primary focus of the "Self-Determination Theory" in motivation?
- a. Economic structures
 - b. Assessing cognitive abilities
 - c. The role of intrinsic motivation and the satisfaction of basic psychological needs
 - d. Advocating for job specialization
34. According to McClelland's Need Theory, what is the "Need for Power"?
- a. Analyzing economic structures
 - b. The desire to control or influence others
 - c. Genetic influences on motivation
 - d. The importance of job specialization
35. What is the primary concept in Locke's Goal-Setting Theory regarding motivation?
- a. Analyzing economic structures
 - b. The impact of genetic factors on motivation

c. The specificity and difficulty of goals affect performance and motivation

d. Advocating for job specialization

36. What does the "Hawthorne Effect" refer to in the context of motivation?

a. Economic structures influencing behavior

b. A psychological phenomenon where individuals improve their performance due to increased attention

c. Assessing cognitive abilities

d. Advocating for job specialization

37. According to Locke and Latham's Goal-Setting Theory, what is the impact of difficult goals on performance?

a. Analyzing economic structures

b. Difficult goals lead to higher performance when accompanied by feedback and commitment

c. Genetic influences on motivation

d. Advocating for job specialization

38. What is the primary assumption of Theory Y regarding employees?

a. Economic structures shaping behavior

b. Employees are intrinsically motivated and enjoy work

c. Genetic influences on motivation

d. Job rotation strategies

39. What role do "Hygiene Factors" play in Herzberg's Two Factor Theory?

a. Analyzing economic structures

b. Factors that, when present, increase job satisfaction

c. Assessing cognitive abilities

d. Factors that, when lacking, cause dissatisfaction

40. What is the primary emphasis of the "Job Characteristics Model" in motivation?

a. Analyzing economic structures

b. Assessing cognitive abilities

c. Identifying key job characteristics that contribute to employee motivation and satisfaction

d. Advocating for job specialization

41. What is the central idea of the "Equity Theory" in motivation?

a. Analyzing economic structures

b. Employees are motivated by their perception of fairness in comparison to others

- c. Genetic influences on motivation
- d. Advocating for job specialization

42. According to McClelland's Need Theory, what is the "Need for Relatedness"?

- a. Analyzing economic structures
- b. The desire for social relationships and interactions
- c. Assessing cognitive abilities
- d. The importance of job specialization

43. In the context of motivation, what is "Job Enrichment"?

- a. Economic structures influencing behavior
- b. Modifying jobs to increase employee satisfaction and motivation
- c. Genetic influences on motivation
- d. Advocating for job specialization

44. What is the main focus of the "Self-Efficacy Theory" in motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Beliefs about one's ability to perform specific tasks
- d. Advocating for job specialization

45. According to the "Social Comparison Theory," how do individuals evaluate their own abilities and opinions?

- a. Analyzing economic structures
- b. By comparing themselves to others
- c. Genetic influences on motivation
- d. Advocating for job specialization

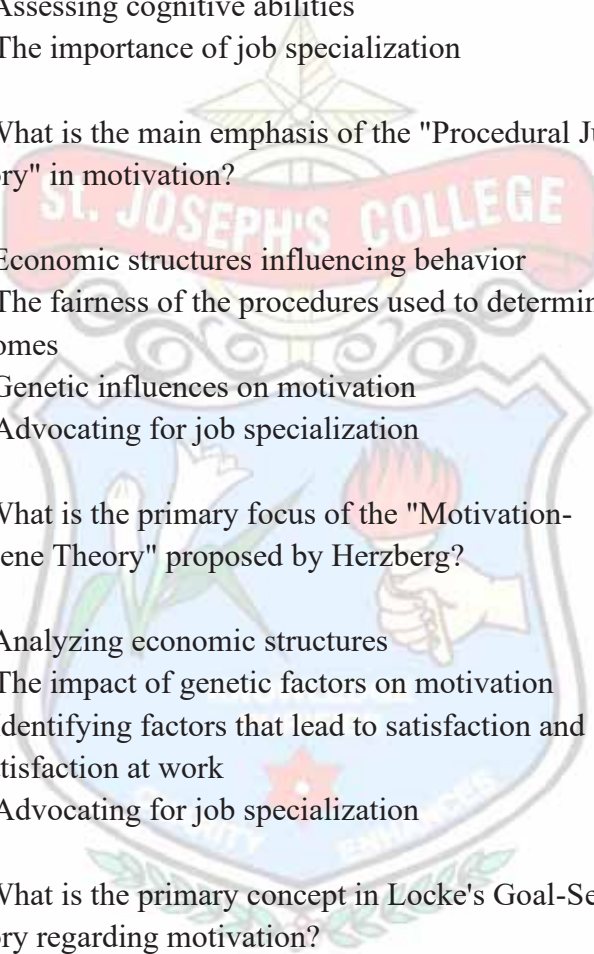
46. What is the concept of "Motivational Crowding Out" in the context of incentives and motivation?

- a. Analyzing economic structures
- b. The displacement of intrinsic motivation by extrinsic rewards
- c. Assessing cognitive abilities
- d. Advocating for job specialization

47. What does the "Pygmalion Effect" suggest in the context of motivation?

- a. Economic structures influencing behavior
- b. People tend to perform better when greater expectations are placed on them
- c. Genetic influences on motivation
- d. Advocating for job specialization

48. According to Alderfer's ERG Theory, what is the "Need for Relatedness" concerned with?

- 
- a. Analyzing economic structures
b. The desire for interpersonal relationships
c. Assessing cognitive abilities
d. The importance of job specialization
49. What is the main emphasis of the "Procedural Justice Theory" in motivation?
- a. Economic structures influencing behavior
b. The fairness of the procedures used to determine outcomes
c. Genetic influences on motivation
d. Advocating for job specialization
50. What is the primary focus of the "Motivation-Hygiene Theory" proposed by Herzberg?
- a. Analyzing economic structures
b. The impact of genetic factors on motivation
c. Identifying factors that lead to satisfaction and dissatisfaction at work
d. Advocating for job specialization
51. What is the primary concept in Locke's Goal-Setting Theory regarding motivation?
- a. Analyzing economic structures

- b. The impact of genetic factors on motivation
- c. The specificity and difficulty of goals affect performance and motivation
- d. Advocating for job specialization

52. According to the "Drive Reduction Theory," what motivates individuals to act in a way that reduces a physiological need?

- a. Analyzing economic structures
- b. The satisfaction of biological needs
- c. Genetic influences on motivation
- d. Advocating for job specialization

53. What is the main emphasis of the "Two-Factor Theory" proposed by Frederick Herzberg?

- a. Analyzing economic structures
- b. The impact of genetic factors on motivation
- c. Identifying factors that lead to satisfaction and dissatisfaction at work
- d. Advocating for job specialization

54. According to the "Vroom's Expectancy Theory," what is the role of expectancy in motivation?

- a. Analyzing economic structures
- b. The belief that effort will lead to performance

- c. Assessing cognitive abilities
- d. Advocating for job specialization

55. What does the "Motivation-Hygiene Theory" propose regarding job satisfaction and dissatisfaction?

- a. Economic structures influencing behavior
- b. Job satisfaction and dissatisfaction are independent factors
- c. Genetic influences on motivation
- d. Advocating for job specialization

56. In the context of motivation, what is "Positive Reinforcement"?

- a. Analyzing economic structures
- b. Providing rewards or positive consequences to strengthen a behavior
- c. Genetic influences on motivation
- d. Advocating for job specialization

57. According to the "Expectancy Theory," what is the role of instrumentality in motivation?

- a. Analyzing economic structures
- b. The belief that effort will lead to performance
- c. Assessing cognitive abilities

d. The perception that performance will result in a specific outcome

58. What is the focus of the "Job Characteristics Model" in motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Identifying key job characteristics that contribute to employee motivation and satisfaction
- d. Advocating for job specialization

59. According to the "Motivation-Hygiene Theory," what are "Hygiene Factors"?

- a. Analyzing economic structures
- b. Factors that, when present, increase job satisfaction
- c. Assessing cognitive abilities
- d. Factors that, when lacking, cause dissatisfaction

60. What is the primary focus of the "Expectancy Theory" in understanding motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. The belief that effort will lead to performance and that performance will lead to a specific outcome
- d. Advocating for job specialization

61. What is the main concept in the "Self-Determination Theory" regarding motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Intrinsic motivation and the fulfillment of basic psychological needs
- d. Advocating for job specialization

62. According to the "Cognitive Evaluation Theory," what can impact intrinsic motivation?

- a. Analyzing economic structures
- b. External factors such as rewards and feedback
- c. Assessing cognitive abilities
- d. Advocating for job specialization

63. What does the "Self-Efficacy Theory" focus on in the context of motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Beliefs about one's ability to perform specific tasks
- d. Advocating for job specialization

64. According to Locke and Latham's Goal-Setting Theory, how do feedback and commitment affect goal attainment?

- a. Analyzing economic structures
- b. They increase the likelihood of goal attainment
- c. Genetic influences on motivation
- d. Advocating for job specialization

65. What is the primary concept in Skinner's "Operant Conditioning Theory" regarding motivation?

- a. Analyzing economic structures
- b. Reinforcement and punishment shape behavior
- c. Genetic influences on motivation
- d. Advocating for job specialization

66. According to the "Social Comparison Theory," how do individuals evaluate their own abilities and opinions?

- a. Analyzing economic structures
- b. By comparing themselves to others
- c. Genetic influences on motivation
- d. Advocating for job specialization

67. What does the "Yerkes-Dodson Law" propose regarding the relationship between arousal and performance?

- a. Analyzing economic structures
 - b. A moderate level of arousal is optimal for performance
 - c. Genetic influences on motivation
 - d. Advocating for job specialization
68. In the context of motivation, what is "Job Rotation"?
- a. Analyzing economic structures
 - b. Modifying jobs to increase employee satisfaction and motivation
 - c. Genetic influences on motivation
 - d. Rotating employees through different job roles
69. What is the primary focus of the "Social-Learning Theory" in motivation?
- a. Analyzing economic structures
 - b. Observational learning and imitation influence motivation
 - c. Assessing cognitive abilities
 - d. Advocating for job specialization
70. What does the "Motivational Crowding Out" phenomenon suggest regarding intrinsic motivation?
- a. Analyzing economic structures

- b. External rewards can undermine intrinsic motivation
- c. Assessing cognitive abilities
- d. Advocating for job specialization

71. What is the primary focus of the "Job Characteristics Model" in motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Identifying key job characteristics that contribute to employee motivation and satisfaction
- d. Advocating for job specialization

72. According to the "Drive Reduction Theory," what motivates individuals to act in a way that reduces a physiological need?

- a. Analyzing economic structures
- b. The satisfaction of biological needs
- c. Genetic influences on motivation
- d. Advocating for job specialization

73. What does the "Pygmalion Effect" suggest in the context of motivation?

- a. Economic structures influencing behavior
- b. People tend to perform better when greater expectations are placed on them

- c. Genetic influences on motivation
- d. Advocating for job specialization

74. What is the primary concept in the "Two-Factor Theory" proposed by Frederick Herzberg?

- a. Analyzing economic structures
- b. The impact of genetic factors on motivation
- c. Identifying factors that lead to satisfaction and dissatisfaction at work
- d. Advocating for job specialization

75. According to the "Vroom's Expectancy Theory," what is the role of expectancy in motivation?

- a. Analyzing economic structures
- b. The belief that effort will lead to performance
- c. Assessing cognitive abilities
- d. Advocating for job specialization

76. What is the main emphasis of the "Self-Determination Theory" regarding motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Intrinsic motivation and the fulfillment of basic psychological needs
- d. Advocating for job specialization

77. According to the "Cognitive Evaluation Theory," what can impact intrinsic motivation?

- a. Analyzing economic structures
- b. External factors such as rewards and feedback
- c. Assessing cognitive abilities
- d. Advocating for job specialization

78. What is the focus of the "Expectancy Theory" in understanding motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. The belief that effort will lead to performance and that performance will lead to a specific outcome
- d. Advocating for job specialization

79. According to Alderfer's ERG Theory, what is the "Need for Relatedness" concerned with?

- a. Analyzing economic structures
- b. The desire for interpersonal relationships
- c. Assessing cognitive abilities
- d. The importance of job specialization

80. What is the primary assumption of Herzberg's Two-Factor Theory regarding job satisfaction and dissatisfaction?

- a. Analyzing economic structures
- b. Job satisfaction and dissatisfaction are independent factors
- c. Assessing cognitive abilities
- d. Advocating for job specialization

81. What is the primary concept in Skinner's "Operant Conditioning Theory" regarding motivation?

- a. Analyzing economic structures
- b. Reinforcement and punishment shape behavior
- c. Genetic influences on motivation
- d. Advocating for job specialization

82. According to the "Social Comparison Theory," how do individuals evaluate their own abilities and opinions?

- a. Analyzing economic structures
- b. By comparing themselves to others
- c. Genetic influences on motivation
- d. Advocating for job specialization

83. What does the "Motivational Crowding Out" phenomenon suggest regarding intrinsic motivation?

- a. Analyzing economic structures
- b. External rewards can undermine intrinsic motivation
- c. Assessing cognitive abilities
- d. Advocating for job specialization

84. What is the primary assumption of Theory Y regarding employees?

- a. Economic structures shaping behavior
- b. Employees are intrinsically motivated and enjoy work
- c. Genetic influences on motivation
- d. Job rotation strategies

85. In the context of motivation, what is "Positive Reinforcement"?

- a. Analyzing economic structures
- b. Providing rewards or positive consequences to strengthen a behavior
- c. Genetic influences on motivation
- d. Advocating for job specialization

86. According to Locke and Latham's Goal-Setting Theory, what is the impact of difficult goals on performance?

- a. Analyzing economic structures
- b. Difficult goals lead to higher performance when accompanied by feedback and commitment
- c. Genetic influences on motivation
- d. Advocating for job specialization

87. What does the "Hawthorne Effect" refer to in the context of motivation?

- a. Economic structures influencing behavior
- b. A psychological phenomenon where individuals improve their performance due to increased attention
- c. Assessing cognitive abilities
- d. Advocating for job specialization

88. According to Alderfer's ERG Theory, what are the three core needs that motivate human behavior?

- a. Analyzing economic structures
- b. Existence, Relatedness, and Growth
- c. Assessing cognitive abilities
- d. Advocating for job specialization

89. What is the concept of "Expectancy" in Vroom's Expectancy Theory?

- a. Analyzing economic structures
- b. The belief that effort will lead to performance
- c. The impact of genetic factors on motivation
- d. Advocating for job specialization

90. According to the "Drive Reduction Theory," what happens when a physiological need is satisfied?

- a. Analyzing economic structures
- b. The drive to satisfy the need decreases
- c. Genetic influences on motivation
- d. Advocating for job specialization

91. What is the primary emphasis of the "Motivation-Hygiene Theory" proposed by Herzberg?

- a. Analyzing economic structures
- b. The impact of genetic factors on motivation
- c. Identifying factors that lead to satisfaction and dissatisfaction at work
- d. Advocating for job specialization

92. According to Maslow's Need Hierarchy, what is the highest-level need?

- a. Analyzing economic structures
- b. Physiological needs
- c. Self-actualization needs
- d. Advocating for job specialization

93. What is the primary focus of the "Equity Theory" in motivation?

- a. Analyzing economic structures
- b. Employees are motivated by their perception of fairness in comparison to others
- c. Genetic influences on motivation
- d. Advocating for job specialization

94. According to Alderfer's ERG Theory, what is the "Need for Growth" concerned with?

- a. Analyzing economic structures
- b. The desire for personal development and advancement
- c. Assessing cognitive abilities
- d. The importance of job specialization

95. What is the primary concept in Locke's Goal-Setting Theory regarding motivation?

- a. Analyzing economic structures
- b. The impact of genetic factors on motivation
- c. The specificity and difficulty of goals affect performance and motivation
- d. Advocating for job specialization

96. According to Vroom's Expectancy Theory, what is the concept of "Valence"?

- a. Analyzing economic structures
- b. The belief that effort will lead to performance
- c. The value a person places on the outcomes or rewards
- d. Advocating for job specialization

97. What does the "Motivational Crowding Out" phenomenon suggest regarding intrinsic motivation?

- a. Analyzing economic structures
- b. External rewards can undermine intrinsic motivation
- c. Assessing cognitive abilities
- d. Advocating for job specialization

98. According to the "Social-Learning Theory," what role does observation play in motivation?

- a. Analyzing economic structures
- b. Observing others can influence one's motivation and behavior
- c. Genetic influences on motivation
- d. Advocating for job specialization

99. What is the main focus of the "Acquired Needs Theory" in motivation?

- a. Analyzing economic structures
- b. People develop needs based on their life experiences
- c. Genetic influences on motivation
- d. Advocating for job specialization

100. According to McClelland's Need Theory, what is the "Need for Achievement" concerned with?

- a. Analyzing economic structures
- b. The desire for success and accomplishment
- c. Assessing cognitive abilities
- d. The importance of job specialization

101. What is the central idea of the "Cognitive Evaluation Theory" regarding motivation?

- a. Analyzing economic structures
- b. External factors such as rewards and feedback can impact intrinsic motivation
- c. Genetic influences on motivation
- d. Advocating for job specialization

102. According to Locke and Latham's Goal-Setting Theory, how does goal difficulty relate to performance?

- a. Analyzing economic structures
- b. Moderately difficult goals lead to higher performance
- c. Genetic influences on motivation
- d. Advocating for job specialization

103. In the context of motivation, what does the "YerkesDodson Law" suggest about the relationship between arousal and performance?

- a. Analyzing economic structures
- b. A moderate level of arousal is optimal for performance
- c. Genetic influences on motivation
- d. Advocating for job specialization

104. What is the main emphasis of Skinner's "Operant Conditioning Theory" in understanding motivation?

- a. Analyzing economic structures
- b. The consequences of behavior shape future behavior
- c. Genetic influences on motivation
- d. Advocating for job specialization

105. According to the "Social-Learning Theory," what role does imitation play in motivation?

- a. Analyzing economic structures
- b. Observing and imitating others can influence motivation and behavior
- c. Genetic influences on motivation
- d. Advocating for job specialization

106. What is the primary concept in the "Drive Reduction Theory" regarding motivation?

- a. Analyzing economic structures
- b. Satisfying biological needs reduces the drive and motivates behavior
- c. Genetic influences on motivation
- d. Advocating for job specialization

107. According to Vroom's Expectancy Theory, what is the role of instrumentality in motivation?

- a. Analyzing economic structures
- b. The belief that effort will lead to performance
- c. Assessing cognitive abilities
- d. The perception that performance will result in a specific outcome

108. What is the main concept in the "Self-Efficacy Theory" regarding motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Beliefs about one's ability to perform specific tasks
- d. Advocating for job specialization

109. According to the "Motivation-Hygiene Theory," what are "Hygiene Factors"?

- a. Analyzing economic structures
- b. Factors that, when present, increase job satisfaction
- c. Assessing cognitive abilities
- d. Factors that, when lacking, cause dissatisfaction

110. What is the primary emphasis of the "Procedural Justice Theory" in motivation?

- a. Analyzing economic structures
- b. The fairness of the procedures used to determine outcomes influences motivation
- c. Genetic influences on motivation
- d. Advocating for job specialization

111. What is the main concept in the "Self-Determination Theory" regarding motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Intrinsic motivation and the fulfillment of basic psychological needs
- d. Advocating for job specialization

112. According to the "Motivational Crowding Out" phenomenon, what happens when extrinsic rewards are introduced?

- a. Analyzing economic structures
- b. Extrinsic rewards may undermine intrinsic motivation
- c. Assessing cognitive abilities
- d. Advocating for job specialization

113. What is the main focus of the "Job Characteristics Model" in motivation?

- a. Analyzing economic structures
- b. Assessing cognitive abilities
- c. Identifying key job characteristics that contribute to employee motivation and satisfaction
- d. Advocating for job specialization

114. According to Locke's Goal-Setting Theory, how does feedback impact goal attainment?

- a. Analyzing economic structures
- b. Feedback increases the likelihood of goal attainment
- c. Genetic influences on motivation
- d. Advocating for job specialization

115. What does the "Expectancy Theory" propose regarding the relationship between effort, performance, and outcomes?

- a. Analyzing economic structures
- b. The belief that effort will lead to performance, and performance will lead to specific outcomes
- c. Genetic influences on motivation
- d. Advocating for job specialization

116. In the context of motivation, what is the "Hawthorne Effect"?

- a. Economic structures influencing behavior
- b. A psychological phenomenon where individuals improve their performance due to increased attention
- c. Assessing cognitive abilities
- d. Advocating for job specialization

117. What is the focus of the "Social Comparison Theory" in motivation?

- a. Analyzing economic structures
- b. Comparing oneself to others to evaluate abilities and opinions
- c. Genetic influences on motivation
- d. Advocating for job specialization

118. According to the "Drive Reduction Theory," what is the term for a physiological imbalance that motivates behavior?

- a. Analyzing economic structures
- b. Drive
- c. Genetic influences on motivation
- d. Advocating for job specialization

119. What is the primary assumption of Theory X in McGregor's Theory X and Y?

- a. Analyzing economic structures
- b. Employees are inherently lazy and require strict supervision
- c. Genetic influences on motivation
- d. Advocating for job specialization

120. According to McClelland's Need Theory, what is the "Need for Affiliation" concerned with?

- a. Analyzing economic structures
- b. The desire for social relationships and belongingness
- c. Assessing cognitive abilities
- d. The importance of job specialization



ANSWER

S.NO	ANSWER
1	B
2	B
3	B
4	D
5	A
6	B
7	C
8	B
9	B
10	B
11	C
12	C
13	C
14	B
15	B
16	B
17	B
18	B
19	B
20	B
21	B
22	C
23	C
24	B
25	C
26	C
27	B

St. Joseph's College of Arts and Science for Women, Hosur

28	D
29	B
30	B
31	B
32	B
33	C
34	B
35	C
36	B
37	B
38	B
39	D
40	C
41	B
42	B
43	B
44	C
45	B
46	B
47	B
48	B
49	B
50	C
51	C
52	B
53	C
54	B
55	B
56	B
57	D
58	C

St. Joseph's College of Arts and Science for Women, Hosur

59	D
60	C
61	C
62	B
63	C
64	B
65	B
66	B
67	B
68	D
69	B
70	B
71	C
72	B
73	B
74	C
75	B
76	C
77	B
78	C
79	B
80	B
81	B
82	B
83	B
84	B
85	B
86	B
87	B
88	B
89	C

St. Joseph's College of Arts and Science for Women, Hosur

90	B
91	C
92	C
93	B
94	B
95	C
96	C
97	B
98	B
99	B
100	B
101	B
102	B
103	B
104	B
105	B
106	B
107	D
108	C
109	D
110	B
111	C
112	B
113	C
114	B
115	B
116	B
117	B
118	B
119	B
120	B

UNIT - 4

1. What is the primary concept of group behavior?
 - a. Analyzing economic structures
 - b. Individual behavior in isolation
 - c. Genetic influences on behavior
 - d. Interactions among members in a collective setting
2. How is a group defined in the context of organizational behavior?
 - a. Analyzing economic structures
 - b. A collection of individuals with similar characteristics
 - c. Genetic influences on behavior
 - d. Two or more individuals interacting with each other to achieve common goals
3. What is a key characteristic of groups?
 - a. Analyzing economic structures
 - b. Independence of members
 - c. Genetic influences on behavior
 - d. Interdependence among members

4. What type of group is characterized by members working together to accomplish specific organizational tasks?

- a. Analyzing economic structures
- b. Informal group
- c. Genetic influences on behavior
- d. Task group

5. Why do groups form in organizational settings?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. To fulfill social needs and accomplish common goals
- d. For individual isolation

6. At what stage of group formation do members become acquainted and familiarize themselves with the group's purpose?

- a. Analyzing economic structures
- b. Storming
- c. Genetic influences on behavior
- d. Forming

7. What is group cohesiveness?
- a. Analyzing economic structures
 - b. The degree of attraction and unity among group members
 - c. Genetic influences on behavior
 - d. Independence of group members
8. What factors can affect group cohesiveness?
- a. Analyzing economic structures
 - b. Genetic influences on behavior
 - c. Group size, shared goals, and communication patterns
 - d. Individual isolation
9. Which type of group behavior refers to the extent to which members are loyal and committed to the group?
- a. Analyzing economic structures
 - b. Genetic influences on behavior
 - c. Group cohesiveness
 - d. Group conformity
10. What stage of group development involves resolving conflicts and establishing norms and roles?
- a. Analyzing economic structures

- b. Norming
 - c. Genetic influences on behavior
 - d. Forming
11. Which type of group is formed by individuals who seek social interaction and friendship within the organization?
- a. Analyzing economic structures
 - b. Informal group
 - c. Genetic influences on behavior
 - d. Task group
12. What is a common characteristic of formal groups?
- a. Analyzing economic structures
 - b. Voluntary membership
 - c. Genetic influences on behavior
 - d. Officially designated by the organization to achieve specific objectives
13. What is the primary reason for the formation of an informal group in an organization?
- a. Analyzing economic structures
 - b. To accomplish assigned tasks
 - c. Genetic influences on behavior
 - d. Social needs and mutual interests

14. During which stage of group development do conflicts and disagreements often arise among members?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Storming

15. What factor is crucial for effective group performance during the norming stage?

- a. Analyzing economic structures
- b. Establishment of clear norms and roles
- c. Genetic influences on behavior
- d. Independence of group members

16. What is a characteristic of a high-cohesive group?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Low attraction and unity among members
- d. Members are loyal and committed to the group

17. What is the role of communication in group behavior?

- a. Analyzing economic structures
- b. Genetic influences on behavior

c. It enhances understanding and coordination among group members

d. Independence of group members

18. Which type of group conformity occurs when individuals change their behavior to fit in with the group's expectations?

a. Analyzing economic structures

b. Genetic influences on behavior

c. Normative conformity

d. Independence of group members

19. What is a characteristic of a cohesive group?

a. Analyzing economic structures

b. Genetic influences on behavior

c. Low commitment among members

d. Mutual attraction and unity among members

20. During the performing stage, what is the primary focus of the group?

a. Analyzing economic structures

b. Completing tasks and achieving goals

c. Genetic influences on behavior

d. Forming norms and roles

21. What term is used to describe the tendency of a group to make decisions that are more extreme than the initial inclinations of its members?

- a. Analyzing economic structures
- b. Groupthink
- c. Genetic influences on behavior
- d. Independence of group members

22. Which type of group is formed for a specific purpose and disbands after the task is completed?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Temporary group
- d. Performing group

23. During which stage of group development do members become more focused on task accomplishment?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Storming

24. What factor is considered crucial for group success during the forming stage?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Establishing clear goals and objectives
- d. Independence of group members

Answer: C. Establishing clear goals and objectives

25. What term is used to describe the tendency of individuals to expend less effort when working collectively compared to individually?

- A. Analyzing economic structures
- B. Genetic influences on behavior
- C. Social loafing
- D. Independence of group members

Answer: C. Social loafing

26. What is the primary focus of the adjourning stage in group development?

- a. Analyzing economic structures
- b. Completing tasks and achieving goals
- c. Genetic influences on behavior
- d. Preparing for the group's disbandment

27. During which stage of group development do members resolve conflicts and establish norms and roles?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Norming

28. What is the main characteristic of a "Group Norm"?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Shared expectations about appropriate behavior within the group
- d. Independence of group members

29. Which type of conformity occurs when individuals adopt the group's beliefs and behaviors because they believe the group is right?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Informational conformity
- d. Independence of group members

30. What is the primary factor influencing group cohesiveness?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Communication patterns among group members
- d. Independence of group members

31. What term is used to describe the phenomenon where the presence of others enhances individual performance?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social facilitation
- d. Independence of group members

32. During which stage of group development does conflict typically occur as members establish their roles and influence?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Storming

33. What is the primary focus of the "Adjourning" stage in group development?

- a. Analyzing economic structures
- b. Completing tasks and achieving goals
- c. Genetic influences on behavior
- d. Preparing for the group's disbandment

34. What term is used to describe the tendency of individuals to put forth more effort when working collectively compared to individually?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social striving
- d. Independence of group members

35. What is the primary reason for the formation of formal groups in organizations?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social needs and mutual interests
- d. To achieve specific organizational objectives

36. During which stage of group development do group members become more accepting of one another and establish a sense of unity?

- a. Analyzing economic structures
- b. Forming
- c. Genetic influences on behavior
- d. Norming

37. What is the primary focus of the "Performing" stage in group development?

- a. Analyzing economic structures
- b. Establishing norms and roles
- c. Completing tasks and achieving goals
- d. Independence of group members

38. What type of group behavior occurs when members prioritize group harmony over critical evaluation of ideas?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Groupthink
- d. Independence of group members

39. During which stage of group development does the group focus on establishing its purpose, structure, and leadership?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Forming

40. What term is used to describe a type of group behavior where individuals reduce their effort when working collectively, thinking their contribution is not crucial?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social loafing
- d. Independence of group member

41. What is the term for the tendency of individuals to exert less effort when working in a group, assuming others will compensate for their lack of effort?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Free riding
- d. Independence of group members

42. What type of group is formed spontaneously and emerges as a result of social interactions among individuals?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Formal group
- d. Informal group

43. During which stage of group development do members establish their roles and influence within the group?

- a. Analyzing economic structures
- b. Storming
- c. Genetic influences on behavior
- d. Forming

44. What is the primary focus of the "Norming" stage in group development?

- a. Analyzing economic structures
- b. Establishing clear goals and objectives
- c. Genetic influences on behavior
- d. Establishing norms and roles

45. Which type of group is characterized by individuals working towards a common goal without a formal designation by the organization?

ABOUT THE AUTHOR

MRS. G.BANUPRIY

48. What is the term for the phenomenon where group members tend to conform to the majority's viewpoint?

a. Analyzing economic structures



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51. What is the term for the tendency of group members to exert less effort when they believe their contributions are not recognized or rewarded?

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group members
e of group development do group
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omic structures
es on behavior

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omic structures
s and achieving goals
es on behavior
group's purpose, structure, and

54. Which type of group behavior refers to the tendency of group members to support and reinforce the group's beliefs and attitudes?

- a. Analyzing economic structures
- b. Groupthink
- c. Genetic influences on behavior
- d. Independence of group members

55. What is the term for the loss of individuality and responsibility in a group, leading to a reduction in personal accountability?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Deindividuation
- d. Independence of group members

56. What factor contributes to group cohesiveness by fostering a sense of shared identity among members?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Group size
- d. Independence of group members

57. During which stage of group development does the group focus on resolving conflicts and establishing norms and roles?

- a. Analyzing economic structures
- b. Norming
- c. Genetic influences on behavior
- d. Performing

58. What term is used to describe the phenomenon where group members tend to make more extreme decisions than their individual inclinations?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Group polarization
- d. Independence of group members

59. What is the term for the tendency of individuals to put forth more effort when working collectively, thinking their contribution is crucial for success?

- a. Analyzing economic structures
- b. Social striving
- c. Genetic influences on behavior
- d. Independence of group members

60. During which stage of group development does the group focus on completing tasks and achieving goals efficiently?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Storming

61. What is the term for the tendency of a group to make more conservative decisions than the individual preferences of its members?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Group polarization
- d. Groupshift

62. During which stage of group development do members establish their roles and influence within the group?

- a. Analyzing economic structures
- b. Storming
- c. Genetic influences on behavior
- d. Forming

63. What is the term for the phenomenon where individuals in a group withhold their opinions to avoid conflict or gain approval?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social inhibition
- d. Independence of group members

64. What type of group conformity occurs when individuals adopt the group's beliefs and behaviors due to the desire to be correct?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Informational conformity
- d. Independence of group members

65. What is the term for the tendency of individuals to work less hard in a group than when working alone, believing others will compensate for their lack of effort?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social loafing
- d. Independence of group members

66. During which stage of group development do members become more accepting of one another and establish a sense of unity?

- a. Analyzing economic structures
- b. Forming
- c. Genetic influences on behavior
- d. Norming

67. What is the term for the tendency of group members to exert more effort when working collectively, thinking their contribution is crucial for success?

- a. Analyzing economic structures
- b. Social striving
- c. Genetic influences on behavior
- d. Independence of group members

68. What factor plays a crucial role in reducing social loafing in groups?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Task importance and individual contribution recognition
- d. Independence of group members

69. During which stage of group development do members focus on completing tasks and achieving goals efficiently?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Storming

70. What is the term for the phenomenon where the presence of others leads to a decline in individual performance on complex tasks?

- a. Analyzing economic structures
- b. Social inhibition
- c. Genetic influences on behavior
- d. Social interference

71. What is the term for the tendency of individuals to exert more effort when working in a group, thinking their unique skills contribute to the group's success?

- a. Analyzing economic structures
- b. Social striving
- c. Genetic influences on behavior
- d. Independence of group members

72. During which stage of group development do members prepare for the group's disbandment and reflect on their accomplishments?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Adjourning

73. What is the term for the phenomenon where group members seek consensus and avoid conflict by suppressing dissenting opinions?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Groupthink
- d. Independence of group members

74. What factor is crucial for group success during the forming stage of group development?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Establishing clear goals and objectives
- d. Independence of group members

75. During which stage of group development do members become more acquainted and familiarize themselves with the group's purpose?

- a. Analyzing economic structures
- b. Storming
- c. Genetic influences on behavior
- d. Forming

76. What is the term for the tendency of group members to avoid making critical evaluations of ideas to maintain harmony?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Groupthink
- d. Independence of group members

77. During which stage of group development do members focus on completing tasks and achieving goals efficiently?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Storming

78. What type of conformity occurs when individuals adopt the group's beliefs and behaviors to gain approval or avoid disapproval?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Normative conformity
- d. Independence of group members

79. What is the term for the tendency of group members to support and reinforce the group's beliefs and attitudes?

- a. Analyzing economic structures
- b. Groupthink
- c. Genetic influences on behavior
- d. Independence of group members

80. During which stage of group development do conflicts and disagreements often arise among members?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Storming

81. What is the term for the tendency of individuals in a group to exert less effort when they believe their contributions are not recognized or rewarded?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social loafing
- d. Independence of group members

82. During which stage of group development do members focus on resolving conflicts and establishing norms and roles?

- a. Analyzing economic structures
- b. Norming
- c. Genetic influences on behavior
- d. Performing

83. What is the term for the loss of individuality and responsibility in a group, leading to a reduction in personal accountability?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Deindividuation
- d. Independence of group members

84. What type of group conformity occurs when individuals adopt the group's beliefs and behaviors because they believe the group is right?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Informational conformity
- d. Independence of group members

85. What is the term for the phenomenon where the presence of others leads to a decline in individual performance on complex tasks?

- a. Analyzing economic structures
- b. Social inhibition
- c. Genetic influences on behavior
- d. Social interference

86. What is the term for the tendency of group members to exert more effort when working collectively, thinking their contribution is crucial for success?

- a. Analyzing economic structures
- b. Social striving
- c. Genetic influences on behavior
- d. Independence of group members

87. What is the term for the tendency of individuals to work less hard in a group than when working alone, believing others will compensate for their lack of effort?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social loafing
- d. Independence of group members

88. During which stage of group development do members establish their roles and influence within the group?

- a. Analyzing economic structures
- b. Storming
- c. Genetic influences on behavior
- d. Forming

89. What factor contributes to group cohesiveness by fostering a sense of shared identity among members?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Group size
- d. Independence of group members

90. What is the term for the tendency of individuals to put forth more effort when working in a group, thinking their unique skills contribute to the group's success?

- a. Analyzing economic structures
- b. Social striving
- c. Genetic influences on behavior
- d. Independence of group members

91. What is the term for the tendency of group members to support and reinforce the group's beliefs and attitudes?

- a. Analyzing economic structures
- b. Groupthink
- c. Genetic influences on behavior
- d. Independence of group members

92. During which stage of group development do members become more acquainted and familiarize themselves with the group's purpose?

- a. Analyzing economic structures
- b. Storming
- c. Genetic influences on behavior
- d. Forming

93. What is the term for the tendency of individuals to work less hard in a group than when working alone, believing others will compensate for their lack of effort?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social loafing
- d. Independence of group members

94. During which stage of group development do members prepare for the group's disbandment and reflect on their accomplishments?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Adjourning

95. What is the term for the phenomenon where group members seek consensus and avoid conflict by suppressing dissenting opinions?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Groupthink
- d. Independence of group members

96. During which stage of group development do members focus on completing tasks and achieving goals efficiently?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Storming

97. What type of conformity occurs when individuals adopt the group's beliefs and behaviors to gain approval or avoid disapproval?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Normative conformity
- d. Independence of group members

98. What is the term for the phenomenon where the presence of others leads to a decline in individual performance on complex tasks?

- a. Analyzing economic structures
- b. Social inhibition
- c. Genetic influences on behavior
- d. Social interference

99. What is the term for the loss of individuality and responsibility in a group, leading to a reduction in personal accountability?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Deindividuation
- d. Independence of group members

100. During which stage of group development do members focus on resolving conflicts and establishing norms and roles?

- a. Analyzing economic structures
- b. Norming
- c. Genetic influences on behavior
- d. Performing

101. What term is used to describe the tendency of individuals in a group to exert more effort when working collectively, thinking their unique skills contribute to the group's success?

- a. Analyzing economic structures
- b. Social striving
- c. Genetic influences on behavior
- d. Independence of group members

102. During which stage of group development do members prepare for the group's disbandment and reflect on their accomplishments?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Adjourning

103. What is the term for the tendency of group members to support and reinforce the group's beliefs and attitudes?

- a. Analyzing economic structures
- b. Groupthink
- c. Genetic influences on behavior
- d. Independence of group members

104. During which stage of group development do members focus on resolving conflicts and establishing norms and roles?

- a. Analyzing economic structures
- b. Norming
- c. Genetic influences on behavior
- d. Performing

105. What is the term for the loss of individuality and responsibility in a group, leading to a reduction in personal accountability?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Deindividuation
- d. Independence of group members

106. What factor contributes to group cohesiveness by fostering a sense of shared identity among members?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Group size
- d. Independence of group members

107. During which stage of group development do members become more acquainted and familiarize themselves with the group's purpose?

- a. Analyzing economic structures
- b. Storming
- c. Genetic influences on behavior
- d. Forming

108. What is the term for the tendency of individuals to put forth more effort when working in a group, thinking their unique skills contribute to the group's success?

- a. Analyzing economic structures
- b. Social striving
- c. Genetic influences on behavior
- d. Independence of group members

109. What is the term for the phenomenon where the presence of others hinders individual performance on a task requiring skill?

- a. Analyzing economic structures
- b. Social inhibition
- c. Genetic influences on behavior
- d. Independence of group members

110. What type of conformity occurs when individuals adopt the group's beliefs and behaviors because they believe the group is right?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Informational conformity
- d. Independence of group members

111. What is the term for the phenomenon where group members seek consensus and avoid conflict by suppressing dissenting opinions?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Groupthink
- d. Independence of group members

112. During which stage of group development do members become more acquainted and familiarize themselves with the group's purpose?

- a. Analyzing economic structures
- b. Storming
- c. Genetic influences on behavior
- d. Forming

113. What is the term for the tendency of individuals to work less hard in a group than when working alone, believing others will compensate for their lack of effort?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Social loafing
- d. Independence of group members

114. During which stage of group development do members prepare for the group's disbandment and reflect on their accomplishments?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Adjourning

115. What is the term for the phenomenon where group members seek consensus and avoid conflict by suppressing dissenting opinions?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Groupthink
- d. Independence of group members

116. During which stage of group development do members focus on completing tasks and achieving goals efficiently?

- a. Analyzing economic structures
- b. Performing
- c. Genetic influences on behavior
- d. Storming

117. What type of conformity occurs when individuals adopt the group's beliefs and behaviors to gain approval or avoid disapproval?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Normative conformity
- d. Independence of group members

118. What is the term for the phenomenon where the presence of others leads to a decline in individual performance on complex tasks?

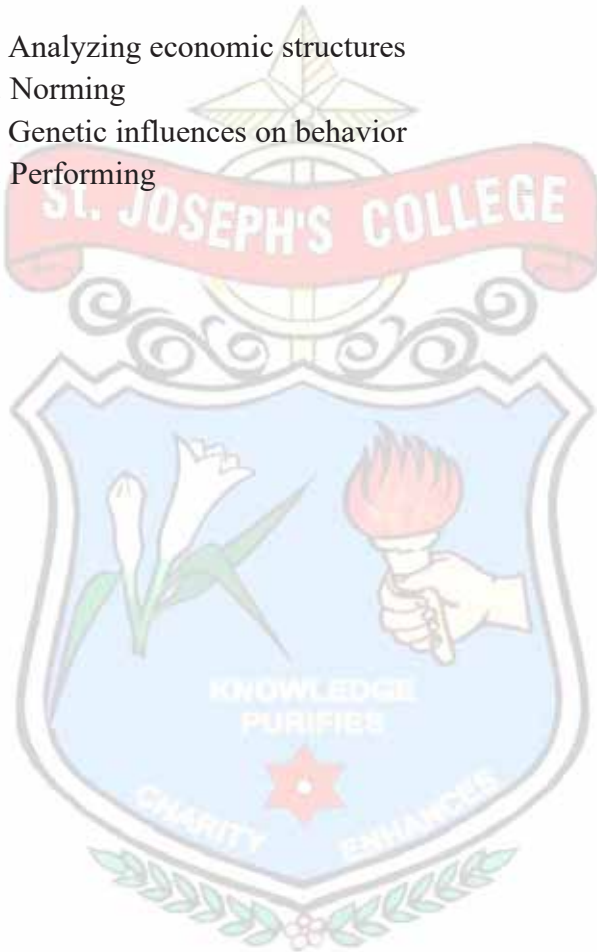
- a. Analyzing economic structures
- b. social inhibition
- c. Genetic influences on behavior
- d. social interference

119. What is the term for the loss of individuality and responsibility in a group, leading to a reduction in personal accountability?

- a. Analyzing economic structures
- b. Genetic influences on behavior
- c. Deindividuation
- d. Independence of group members

120. During which stage of group development do members focus on resolving conflicts and establishing norms and roles?

- a. Analyzing economic structures
- b. Norming
- c. Genetic influences on behavior
- d. Performing



ANSWER

S.NO	ANSWER
1	D
2	D
3	D
4	D
5	C
6	D
7	B
8	C
9	C
10	B
11	B
12	D
13	D
14	D
15	B
16	D
17	C
18	C
19	D
20	B
21	B
22	C
23	B
24	C
25	C
26	D
27	D

St. Joseph's College of Arts and Science for Women, Hosur

28	C
29	C
30	C
31	C
32	D
33	D
34	C
35	D
36	D
37	C
38	C
39	D
40	C
41	C
42	D
43	B
44	D
45	C
46	B
47	C
48	B
49	D
50	C
51	C
52	D
53	D
54	B
55	C
56	C
57	B
58	C

St. Joseph's College of Arts and Science for Women, Hosur

59	B
60	B
61	D
62	B
63	C
64	C
65	C
66	D
67	B
68	C
69	B
70	B
71	B
72	D
73	C
74	C
75	D
76	C
77	B
78	C
79	B
80	D
81	C
82	C
83	C
84	C
85	B
86	B
87	C
88	B
89	C

St. Joseph's College of Arts and Science for Women, Hosur

90	B
91	B
92	D
93	C
94	D
95	C
96	B
97	C
98	B
99	C
100	B
101	B
102	D
103	B
104	B
105	C
106	C
107	D
108	B
109	B
110	C
111	C
112	D
113	C
114	D
115	C
116	B
117	C
118	B
119	C
120	B

UNIT - 5

1. What is the term for the psychological phenomenon where individuals are attracted to others who are similar to them in terms of attitudes, interests, and values?

- a. social exchange theory
- b. Homophily
- c. Reciprocity
- d. social identity theory

2. Which approach to explaining interpersonal attraction emphasizes the idea that individuals are attracted to those who provide rewards and benefits in a relationship?

- a. Similarity-attraction theory
- b. social exchange theory
- c. social penetration theory
- d. Reciprocity theory

3. What basic principle of interpersonal attraction suggests that physical proximity increases the likelihood of forming relationships?

- a. Familiarity
- b. Reciprocity
- c. Propinquity

d. Similarity

4. Which approach to explaining interpersonal attraction emphasizes the idea that individuals are attracted to those who complement their needs and attributes?

- a. Social exchange theory
- b. Complementarity theory
- c. Social penetration theory
- d. Reciprocity theory

5. In the context of interpersonal relationships, what does the term "Reciprocity" refer to?

- a. Similarity in interests
- b. Mutual exchange of resources and favors
- c. Physical proximity
- d. Complementarity of needs

6. Which basic principle of interpersonal attraction suggests that people tend to like others who are familiar to them?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Complementarit

7. What is the term for the tendency to be attracted to individuals who possess desirable qualities, such as physical attractiveness or intelligence?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Halo effect

8. Which approach to explaining interpersonal attraction focuses on the idea that relationships progress from superficial levels to more intimate levels over time?

- a. Similarity-attraction theory
- b. Social exchange theory
- c. Social penetration theory
- d. Complementarity theory

9. What is the term for the tendency of individuals to form relationships with those who are physically close to them?

- a. Familiarity
- b. Reciprocity
- c. Propinquity
- d. Similarity

10. Which basic principle of interpersonal attraction suggests that individuals are drawn to others who share similar interests, attitudes, and values?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Similarity

11. According to the similarity-attraction theory, what is the primary factor that leads to attraction between individuals?

- a. Physical attractiveness
- b. Similarity
- c. Reciprocity
- d. Familiarity

12. Which principle of interpersonal attraction suggests that the more we interact with someone, the more likely we are to become attracted to that person?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Similarity

13. In the context of influencing relationships, what does the term "Reciprocity" refer to?

- a. Similarity in interests
- b. Mutual exchange of resources and favors
- c. Physical proximity
- d. Complementarity of needs

14. Which principle of interpersonal attraction emphasizes the idea that individuals are attracted to those who complement their needs and attributes?

- a. Social exchange theory
- b. Complementarity theory
- c. Social penetration theory
- d. Reciprocity theory

15. What term is used to describe the tendency to like someone based on the positive qualities associated with that person?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Halo effect

16. According to the social exchange theory, what is the driving force behind forming and maintaining relationships?

- a. Similarity
- b. Reciprocity
- c. Propinquity
- d. Mutual self-interest

17. What is the term for the phenomenon where individuals are more likely to be attracted to others who are perceived as physically attractive?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Physical attractiveness stereotype

18. In the context of interpersonal relationships, what does the term "Complementarity" refer to?

- a. Mutual exchange of resources
- b. The tendency to like those who are similar
- c. The idea that opposites attract
- d. Mutual self-interest

19. According to the social penetration theory, what is the process by which relationships become more intimate over time through self-disclosure?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Penetration

20. What is the term for the tendency to be attracted to individuals who are familiar to us, even if the familiarity is based on repeated exposure?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Propinquity

21. What term is used to describe the phenomenon where individuals tend to prefer and be attracted to those who are physically closer to them?

- a. Familiarity
- b. Propinquity
- C. Reciprocity
- D. Closeness effect

**MADURAI. SHE IS
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OF COMMERCE, ST
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Interpersonal relationships, what
similarity" refer to?

Types of resources
like those who are similar
Positives attract
Interest

or the tendency to like someone
qualities associated with that

Social penetration theory, what is
relationships become more
through self-disclosure?

Department of Commerce

31. What principle of interpersonal attraction emphasizes the idea that people are more likely to be attracted to others who are physically close to them?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Homophily

32. According to the social exchange theory, what is the term for the expectation of receiving rewards or benefits in a relationship?

- a. Similarity
- b. Reciprocity
- c. Outcome
- d. Propinquity

33. What principle of interpersonal attraction suggests that individuals are drawn to others who share similar interests, attitudes, and values?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Homophily

34. In the context of influencing relationships, what does the term "Reciprocity" refer to?

- a. Similarity in interests
- b. Mutual exchange of resources and favors
- c. Physical proximity
- d. Complementarity of needs

35. Which basic principle of interpersonal attraction suggests that physical proximity increases the likelihood of forming relationships?

- a. Familiarity
- b. Reciprocity
- c. Propinquity
- d. Similarity

36. According to the social penetration theory, what is the process by which relationships become more intimate over time through self-disclosure?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Penetration

37. In the context of interpersonal relationships, what does the term "Complementarity" refer to?

- a. Mutual exchange of resources
- b. The tendency to like those who are similar
- c. The idea that opposites attract
- d. Mutual self-interest

38. According to the similarity-attraction theory, what is the primary factor that leads to attraction between individuals?

- a. Physical attractiveness
- b. Similarity
- c. Reciprocity
- d. Familiarity

39. What term is used to describe the phenomenon where individuals tend to prefer and be attracted to those who are physically closer to them?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Closeness effect

40. According to the social exchange theory, what concept refers to the balance between the rewards and costs in a relationship?

- a. Similarity
- b. Reciprocity
- c. Profitability
- d. Propinquity

41. What term is used to describe the tendency to like someone based on the positive qualities associated with that person?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Halo effect

42. According to the social exchange theory, what is the concept that involves the expectation of receiving benefits or rewards in a relationship?

- a. Similarity
- b. Reciprocity
- c. Outcome
- d. Propinquity

43. In the context of interpersonal relationships, what does the term "Complementarity" refer to?

- a. Mutual exchange of resources
- b. The tendency to like those who are similar
- c. The idea that opposites attract
- d. Mutual self-interest

44. What is the term for the tendency to be attracted to individuals who are familiar to us, even if the familiarity is based on repeated exposure?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Propinquity

45. According to the social penetration theory, what is the process of revealing more personal information as a relationship develops?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Self-disclosure

46. What principle of interpersonal attraction emphasizes the idea that people are more likely to be attracted to others who are physically close to them?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Homophily

47. According to the social exchange theory, what concept refers to the balance between the rewards and costs in a relationship?

- a. Similarity
- b. Reciprocity
- c. Profitability
- d. Propinquity

48. What principle of interpersonal attraction suggests that individuals are drawn to others who share similar interests, attitudes, and values?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Homophily

49. In the context of influencing relationships, what does the term "Reciprocity" refer to?

- a. Similarity in interests
- b. Mutual exchange of resources and favors
- c. Physical proximity
- d. Complementarity of needs

Answer: B. Mutual exchange of resources and favors

50. Which basic principle of interpersonal attraction suggests that physical proximity increases the likelihood of forming relationships?

- a. Familiarity
- b. Reciprocity
- c. Propinquity
- d. Similarity

51. According to the similarity-attraction theory, what is the primary factor that leads to attraction between individuals?

- a. Physical attractiveness
- b. Similarity
- c. Reciprocity
- d. Familiarity

52. Which basic principle of interpersonal attraction suggests that the more we interact with someone, the more likely we are to become attracted to that person?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Similarity

53. In the context of influencing relationships, what does the term "Reciprocity" refer to?

- a. Similarity in interests
- b. Mutual exchange of resources and favors
- c. Physical proximity
- d. Complementarity of needs

54. Which approach to explaining interpersonal attraction emphasizes the idea that individuals are attracted to those who provide rewards and benefits in a relationship?

- a. Similarity-attraction theory
- b. social exchange theory
- c. social penetration theory
- d. Reciprocity theory

55. What is the term for the tendency to like someone based on the positive qualities associated with that person?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Halo effect

56. In the context of interpersonal relationships, what does the term "Complementarity" refer to?

- a. Mutual exchange of resources
- b. The tendency to like those who are similar
- c. The idea that opposites attract
- d. Mutual self-interest

57. According to the social exchange theory, what is the driving force behind forming and maintaining relationships?

- a. Similarity
- b. Reciprocity
- c. Propinquity
- d. Mutual self-interest

58. What term is used to describe the tendency to be attracted to individuals who are familiar to us, even if the familiarity is based on repeated exposure?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Propinquity

59. According to the social penetration theory, what is the term for the process of revealing more personal information as a relationship develops?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Penetration

60. What is the term for the tendency of individuals to form relationships with those who are physically close to them?

- a. Familiarity
- b. Reciprocity
- c. Propinquity
- d. Similarity

61. According to the social penetration theory, what is the process by which relationships become more intimate over time through self-disclosure?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Penetration

62. What term is used to describe the phenomenon where individuals tend to prefer and be attracted to those who are physically closer to them?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Closeness effect

63. According to the similarity-attraction theory, what is the primary factor that leads to attraction between individuals?

- a. Physical attractiveness
- b. Similarity
- c. Reciprocity
- d. Familiarity

64. What principle of interpersonal attraction emphasizes the idea that people are more likely to be attracted to others who are physically close to them?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Homophily

65. According to the social exchange theory, what is the concept that involves the expectation of receiving benefits or rewards in a relationship?

- a. Similarity
- b. Reciprocity
- c. Outcome
- d. Propinquity

66. What principle of interpersonal attraction suggests that individuals are drawn to others who share similar interests, attitudes, and values?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Homophily

67. According to the social exchange theory, what concept refers to the balance between the rewards and costs in a relationship?

- a. Similarity
- b. Reciprocity
- c. Profitability
- d. Propinquity

68. What is the term for the tendency to be attracted to individuals who are familiar to us, even if the familiarity is based on repeated exposure?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Propinquity

69. According to the social penetration theory, what is the process of revealing more personal information as a relationship develops?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Self-disclosure

70. What principle of interpersonal attraction emphasizes the idea that individuals are more likely to be attracted to others who are physically close to them?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Homophily

71. According to the similarity-attraction theory, what is the primary factor that leads to attraction between individuals?

- a. Physical attractiveness
- b. Similarity
- c. Reciprocity
- d. Familiarity

72. Which basic principle of interpersonal attraction suggests that the more we interact with someone, the more likely we are to become attracted to that person?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Similarity

73. In the context of influencing relationships, what does the term "Reciprocity" refer to?

- a. Similarity in interests
- b. Mutual exchange of resources and favors
- c. Physical proximity
- d. Complementarity of needs

74. Which approach to explaining interpersonal attraction emphasizes the idea that individuals are attracted to those who provide rewards and benefits in a relationship?

- a. Similarity-attraction theory
- b. social exchange theory
- c. social penetration theory
- d. Reciprocity theory

75. What is the term for the tendency to like someone based on the positive qualities associated with that person?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Halo effect

76. In the context of interpersonal relationships, what does the term "Complementarity" refer to?

- a. Mutual exchange of resources
- b. The tendency to like those who are similar
- c. The idea that opposites attract
- d. Mutual self-interest

77. According to the social exchange theory, what is the driving force behind forming and maintaining relationships?

- a. Similarity
- b. Reciprocity
- c. Propinquity
- d. Mutual self-interest

78. What term is used to describe the tendency to be attracted to individuals who are familiar to us, even if the familiarity is based on repeated exposure?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Propinquity

79. According to the social penetration theory, what is the concept that involves the expectation of receiving benefits or rewards in a relationship?

- a. Similarity
- b. Reciprocity
- c. Outcome
- d. Propinquity

80. What is the term for the tendency of individuals to form relationships with those who are physically close to them?

- a. Familiarity
- b. Reciprocity
- c. Propinquity
- d. Similarity

81. According to the similarity-attraction theory, what is the primary factor that leads to attraction between individuals?

- a. Physical attractiveness
- b. Similarity
- c. Reciprocity
- d. Familiarity

82. Which basic principle of interpersonal attraction suggests that the more we interact with someone, the more likely we are to become attracted to that person?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Similarity

83. In the context of influencing relationships, what does the term "Reciprocity" refer to?

- a. Similarity in interests
- b. Mutual exchange of resources and favors
- c. Physical proximity
- d. Complementarity of needs

84. Which approach to explaining interpersonal attraction emphasizes the idea that individuals are attracted to those who provide rewards and benefits in a relationship?

- a. Similarity-attraction theory
- b. social exchange theory
- c. social penetration theory
- d. Reciprocity theory

85. What is the term for the tendency to like someone based on the positive qualities associated with that person?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Halo effect

86. In the context of interpersonal relationships, what does the term "Complementarity" refer to?

- a. Mutual exchange of resources
- b. The tendency to like those who are similar
- c. The idea that opposites attract
- d. Mutual self-interest

87. According to the social exchange theory, what is the driving force behind forming and maintaining relationships?

- a. Similarity
- b. Reciprocity
- c. Propinquity
- d. Mutual self-interest

88. What term is used to describe the tendency to be attracted to individuals who are familiar to us, even if the familiarity is based on repeated exposure?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Propinquity

89. According to the social penetration theory, what is the concept that involves the expectation of receiving benefits or rewards in a relationship?

- a. Similarity
- b. Reciprocity
- c. Outcome
- d. Propinquity

90. What is the term for the tendency of individuals to form relationships with those who are physically close to them?

- a. Familiarity
- b. Reciprocity
- c. Propinquity
- d. Similarity

91. According to the similarity-attraction theory, what is the primary factor that leads to attraction between individuals?

- a. Physical attractiveness
- b. Similarity
- c. Reciprocity
- d. Familiarity

92. Which basic principle of interpersonal attraction suggests that the more we interact with someone, the more likely we are to become attracted to that person?

- a. Familiarity
- b. Proximity
- c. Reciprocity
- d. Similarity

93. In the context of influencing relationships, what does the term "Reciprocity" refer to?

- A. Similarity in interests
- B. Mutual exchange of resources and favors
- C. Physical proximity
- D. Complementarity of needs

94. Which approach to explaining interpersonal attraction emphasizes the idea that individuals are attracted to those who provide rewards and benefits in a relationship?

- a. Similarity-attraction theory
- b. social exchange theory
- c. social penetration theory
- d. Reciprocity theory

95. What is the term for the tendency to like someone based on the positive qualities associated with that person?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Halo effect

96. In the context of interpersonal relationships, what does the term "Complementarity" refer to?

- a. Mutual exchange of resources
- b. The tendency to like those who are similar
- c. The idea that opposites attract
- d. Mutual self-interest

97. According to the social exchange theory, what is the driving force behind forming and maintaining relationships?

- a. Similarity
- b. Reciprocity
- c. Propinquity
- d. Mutual self-interest

98. What term is used to describe the tendency to be attracted to individuals who are familiar to us, even if the familiarity is based on repeated exposure?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Propinquity

99. According to the social penetration theory, what is the concept that involves the expectation of receiving benefits or rewards in a relationship?

- a. Similarity
- b. Reciprocity
- c. Outcome
- d. Propinquity

100. What is the term for the tendency of individuals to form relationships with those who are physically close to them?

- a. Familiarity
- b. Reciprocity
- c. Propinquity
- d. Similarity

101. According to the similarity-attraction theory, what is the primary factor that leads to attraction between individuals?

- a. Physical attractiveness
- b. Similarity
- c. Reciprocity
- d. Familiarity

102. Which basic principle of interpersonal attraction suggests that the more we interact with someone, the more likely we are to become attracted to that person?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Similarity

103. In the context of influencing relationships, what does the term "Reciprocity" refer to?

- a. Similarity in interests
- b. Mutual exchange of resources and favors
- c. Physical proximity
- d. Complementarity of needs

104. Which approach to explaining interpersonal attraction emphasizes the idea that individuals are attracted to those who provide rewards and benefits in a relationship?

- a. Similarity-attraction theory
- b. social exchange theory
- c. social penetration theory
- d. Reciprocity theory

105. What is the term for the tendency to like someone based on the positive qualities associated with that person?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Halo effect

106. In the context of interpersonal relationships, what does the term "Complementarity" refer to?

- a. Mutual exchange of resources
- b. The tendency to like those who are similar
- c. The idea that opposites attract
- d. Mutual self-interest

107. According to the social exchange theory, what is the driving force behind forming and maintaining relationships?

- a. Similarity
- b. Reciprocity
- c. Propinquity
- d. Mutual self-interest

108. What term is used to describe the tendency to be attracted to individuals who are familiar to us, even if the familiarity is based on repeated exposure?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Propinquity

109. According to the social penetration theory, what is the concept that involves the expectation of receiving benefits or rewards in a relationship?

- a. Similarity
- b. Reciprocity
- c. Outcome
- d. Propinquity

110. What is the term for the tendency of individuals to form relationships with those who are physically close to them?

- a. Familiarity
- b. Reciprocity
- c. Propinquity
- d. Similarity

111. According to the similarity-attraction theory, what is the primary factor that leads to attraction between individuals?

- a. Physical attractiveness
- b. Similarity
- c. Reciprocity
- d. Familiarity

112. Which basic principle of interpersonal attraction suggests that the more we interact with someone, the more likely we are to become attracted to that person?

- a. Familiarity
- b. Propinquity
- c. Reciprocity
- d. Similarity

113. In the context of influencing relationships, what does the term "Reciprocity" refer to?

- a. Similarity in interests
- b. Mutual exchange of resources and favors
- c. Physical proximity
- d. Complementarity of needs

114. Which approach to explaining interpersonal attraction emphasizes the idea that individuals are attracted to those who provide rewards and benefits in a relationship?

- a. Similarity-attraction theory
- b. social exchange theory
- c. social penetration theory
- d. Reciprocity theory

115. What is the term for the tendency to like someone based on the positive qualities associated with that person?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Halo effect

116. In the context of interpersonal relationships, what does the term "Complementarity" refer to?

- a. Mutual exchange of resources
- b. The tendency to like those who are similar
- c. The idea that opposites attract
- d. Mutual self-interest

117. According to the social exchange theory, what is the driving force behind forming and maintaining relationships?

- a. Similarity
- b. Reciprocity
- c. Propinquity
- d. Mutual self-interest

118. What term is used to describe the tendency to be attracted to individuals who are familiar to us, even if the familiarity is based on repeated exposure?

- a. Familiarity
- b. Similarity
- c. Reciprocity
- d. Propinquity

119. According to the social penetration theory, what is the concept that involves the expectation of receiving benefits or rewards in a relationship?

- a. Similarity
- b. Reciprocity
- c. Outcome
- d. Propinquity

120. What is the term for the tendency of individuals to form relationships with those who are physically close to them?

- a. Familiarity
- b. Reciprocity
- c. Propinquity
- d. Similarity

ANSWERS

S.NO	ANSWER
1	B
2	B
3	C
4	B
5	B
6	A
7	D
8	C
9	C
10	D
11	B
12	A
13	B
14	B
15	D
16	D
17	D
18	C
19	D
20	A
21	B
22	C
23	D
24	C
25	D
26	D
27	C

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28	C
29	D
30	D
31	B
32	C
33	D
34	B
35	C
36	D
37	C
38	B
39	B
40	C
41	D
42	C
43	C
44	A
45	D
46	B
47	C
48	D
49	B
50	C
51	B
52	A
53	B
54	B
55	D
56	C
57	D
58	A

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59	D
60	C
61	D
62	B
63	B
64	B
65	C
66	D
67	C
68	A
69	D
70	B
71	B
72	A
73	B
74	B
75	D
76	C
77	D
78	A
79	C
80	C
81	B
82	A
83	B
84	B
85	D
86	C
87	D
88	A
89	C

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90	C
91	B
92	A
93	B
94	B
95	D
96	C
97	D
98	A
99	C
100	C
101	B
102	A
103	B
104	B
105	D
106	C
107	A
108	A
109	C
110	C
111	B
112	A
113	B
114	B
115	D
116	C
117	D
118	A
119	C
120	C



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