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(Pages : 4)

Name.....

Reg. No.....

**FIRST SEMESTER M.Com. DEGREE (C.B.C.S.S.) [REGULAR/  
SUPPLEMENTARY] EXAMINATION, NOVEMBER 2022**

**MCM 1C 04—MANAGEMENT THEORY AND ORGANIZATIONAL BEHAVIOUR**

(2019 Admission onwards)

[Improvement Candidates need not appear for MCQ Part]

(Multiple Choice Questions for SDE Candidates)

Time : 20 Minutes

Total No. of Questions : 20

Maximum : 5 Weightage

**INSTRUCTIONS TO THE CANDIDATE**

1. This Question Paper carries Multiple Choice Questions from 1 to 20.
2. The candidate should check that the question paper supplied to him/her contains all the 20 questions in serial order.
3. Each question is provided with choices (A), (B), (C) and (D) having one correct answer. Choose the correct answer and enter it in the main answer-book.
4. The MCQ question paper will be supplied after the completion of the descriptive examination.

MCM 1C 04—MANAGEMENT THEORY AND ORGANIZATIONAL BEH  
(Multiple Choice Questions for SDE Candidates)

1. \_\_\_\_\_ refers to the negotiation or an agreement between two groups.  
(A) Contracting.  
(B) Co-opting.  
(C) Pressure Tactics.  
(D) None of these.
2. The cognitive process through which an individual selects, organizes but misinterprets stimuli is known as :  
(A) Perception.  
(B) Projection.  
(C) Selective Perception.  
(D) Mis-Perception.
3. Concept of MBO was introduced by :  
(A) Peter. F. Drucker.  
(B) Mary Parker.  
(C) Henry Fayol.  
(D) Philip Kotler.
4. The concept of Work- Week is related with :  
(A) Quality of Work Life.  
(B) Quality Circle.  
(C) Alternative Work Schedule.  
(D) Job Redesign.
5. Goal setting theory is pioneered by :  
(A) Stacy Adams.  
(B) Charms.  
(C) Edwin Locke.  
(D) FW Taylor.
6. Which of the following researchers thought that reinforcement was the central behavioural change ?  
(A) Pavlov.  
(B) Fayol.  
(C) Skinner.  
(D) Deming.
7. According to Katz, when managers have the mental ability to analyze and situations, they possess skills.  
(A) Technical.  
(B) Leadership.  
(C) Problem-solving.  
(D) Conceptual.

Behaviour, power, and conflict are central areas of study for \_\_\_\_\_.

- (A) Sociologist.
- (B) Anthropologists.
- (C) Social Psychologists.
- (D) Operations Analysts.

Science that focuses on the influence people have on one another is :

- (A) Psychology.
- (B) Anthropology.
- (C) Political Science.
- (D) Social Psychology.

In \_\_\_\_\_ in fact "No leadership at all" :

- (A) Democratic.
- (B) Autocratic.
- (C) Free rein.
- (D) Bureaucratic.

Path-goal model of Leadership was introduced by :

- (A) Martin Evans and Robert House.
- (B) Fred Fielder.
- (C) Whetton.
- (D) Cameron.

Maslow's "basic needs" are also known as :

- (A) Social needs.
- (B) Esteem needs.
- (C) Safety needs.
- (D) Physiological needs.

1. An enduring attribute of a person that appears constantly in a variety of situation is :

- (A) Behavior.
- (B) Trait
- (C) Attitude.
- (D) Culture.

4. According to operant conditioning, when behaviour is not reinforced, what happens to the probability of that behaviour occurring again ?

- (A) It increases.
- (B) It declines.
- (C) It remains unchanged.
- (D) It becomes zero.

15. When a bank robber points a gun at bank manager, his base of power is :

- (A) Coercive.
- (B) Punitive.
- (C) Positional.
- (D) Authoritative.

Turn over



16. What is the most relevant application of perception concepts to OB?
- (A) The perceptions people form about each other.
  - (B) The perceptions people form about their employer.
  - (C) The perceptions people form about their culture.
  - (D) The perceptions people form about society.
17. Most of the learning that takes place in the Class room is :
- (A) Classical conditioning.
  - (B) Operant conditioning.
  - (C) Cognitive learning.
  - (D) Social learning.
18. Extent to which individuals consistently regard themselves as capable, worthy.
- (A) Self Esteem.
  - (B) Authoritarianism.
  - (C) Tolerance for Ambiguity.
  - (D) Workhollism.
19. Basis of "Autocratic Model of OB" is :
- (A) Economic Resources.
  - (B) Power.
  - (C) Leadership.
  - (D) Partnership.
20. Employees needs met by Collegial Model is :
- (A) Subsistence.
  - (B) Security.
  - (C) Status and Recognition.
  - (D) Self-Actualization.