

MGMT-623 (Leadership & Team Management)

Quizzes from Lec-1 To 30

1. _____ is the ability to influence others that stems from the leader's desirable traits and characteristics.

A. Referent power

B. Expert power

C. Coercive power

D. Legitimate power

2. _____ is the ability to inspire confidence and support among the people who are needed to achieve organizational goals.

A. Stewardship

B. Management

C. Leadership

D. Motivation

3. Entertaining clients, being available to outsiders as an organizational representative, and escorting official visitors are all behaviors that fit the _____ role of a manager.

A. spokesperson

B. negotiator

C. figurehead

D. coach and mentor

4. When an individual maintains composure when dealing with a crisis we can conclude that he or she is _____.

A. self-confident

B. trustworthy

C. emotionally stable

D. assertive

5. Two employees cannot agree to compromise. Their manager intervenes. The manager is filling the role of

A. spokesperson.

B. liaison.

C. disturbance handler.

D. disseminator.

6. Managers today must consider each of the following **except**

A. diversity.

B. stagnation.

C. changes in technology.

D. changes in organization flexibility.

7. Which of the following is not an assumption of Theory X?

A. People do not like to work.

B. Managers have to control and coerce employees.

C. People are ambitious.

D. People prefer to avoid responsibility.

8. Leadership is a function of:

A. Manager, leader and follower

B. Manager, leader and situation

C. Manager, Follower and situation

D. Leader, Follower and situation

9. The administrative assistant for the president of Lever Brothers of Pakistan has held that job for thirty-five years. When the staff needs to accomplish a task, they often get her advice. She has which power?

A. Expert

B. Reward

C. Legitimate

D. Coercive

10. MR. Zeshan, Manager Bata Pakistan is primarily concerned with efficiency and performance of his subordinates. According to the Michigan studies he exhibits which leader behavior?

A. Job-centered

B. Employee-centered

C. Initiating-structure

D. Consideration

Q#1. Managing resistance to change that is _____ is extremely challenging.

a. passive

b. resolute

c. deferred

d. explicit

Q#2. All of the following are sources of organizational resistance to change except:

a. structural inertia

b. security

- c. limited focus of change
- d. threat to established power relationships

Q#3. Conflict is functional if it _____.

- a. is accepted by all members of a group
- b. is satisfying to the individual members of the group
- c. causes group members to argue

d. none of the above

Q#4 Which is not a weakness of group decision making?

- a. It is time consuming.
- b. There is less originality.**
- c. It suffers from ambiguous responsibility.
- d. It can be dominated by one or a few members.

Q#5. What is brainstorming?

- a. a technique used to build group cohesiveness
- b. a technique that tends to restrict independent thinking
- c. a process for generating ideas**
- d. a process used mainly when group members cannot agree on a

Q#6. When employees are required to follow their job description or to comply

with company policies, communication is performing a(n) _____ function.

a. control

- b. motivation
- c. emotional expression

d. information

Q#7. The product of a sender's encoding is the _____.

a. channel

b. message

c. transmission

d. medium

Q#8. Which of the following is not true?

a. Theory Y aligns with the participative management style.

b. Employee involvement programs provide intrinsic motivation.

c. Theory X aligns with the autocratic management style.

d. Employee involvement is incompatible with ERG theory.

Q#9. Two managers are talking about how they get the best out of their employees:

Ali: "I tell my employees that times are tough and there is no way of telling when

the guys in head office might try to downsize. Let me tell you, a bit of fear keeps

them focused on the task at hand."

Shahid "I tell them that head office is making them more responsible for deciding

how to do their work. The increased sense of ownership they have makes productivity go way up"

How would these managers be best characterized by Douglas Macgregor?

a. Both hold Theory X assumptions

- b. Both hold Theory Y assumptions
- c. Shahid holds Theory X assumptions, Ali holds Theory Y assumptions

d. Ali holds Theory X assumptions, Shahid holds Theory Y assumptions

Q#10. Which of the following is not an example of upward communication?

- a. performance reports prepared by lower management for top management review

b. informing employees of policies

- c. suggestion boxes
- d. grievance procedures

Q#1. Which of the following statements about personality is correct?

- a. Personality is always stable.
- b. Personality is a part of a person.
- c. Personality is an aggregate whole.**
- d. Personality is for the most part comprised of traits that cannot be measured.

Q#2 You wish to hire a person who is innovative, individualistic, versatile, and entrepreneurial. Candidates for this position would ideally have what classification on the Myers-Briggs Type Indicator?

- a. INTJs
- b. ESTJs
- c. ENTPs**
- d. ISFPs

Q#3 Motivation is best defined as a process that _____.

- a. results in a level of effort
- b. intensifies an individual's efforts
- c. accounts for an individual's efforts toward attaining a goal**
- d. meets an individual's needs

Q#4 What are the three key elements of motivation?

- a. reactance, congruence and circumstance
- b. interest, activity and reward
- c. awareness, effort and outcome
- d. intensity, direction and persistence**

Q#5 Maslow's hierarchy has five levels of needs. Which of the following is not one of those levels?

- a. safety needs
- b. social needs
- c. animal needs**
- d. self-actualization needs

Q#6. Hunger, thirst, sex, pay, and physical work environment are examples of which of Alderfer's needs?

- a. existence**
- b. safety
- c. growth
- d. physiological

Q#7 How would a Theory X manager view employees?

a. seeking responsibility

b. needing to be coerced to achieve goals

c. viewing work as a normal daily activity

d. exercising self control

Q#8 What other name is the two-factor theory known by?

a. Theories X and Y

b. Motivator-Hygiene Theory

c. Hierarchy of Needs Theory

d. Satisfaction/Dissatisfaction Theory

Q#9 What continuum in the two-factor theory is made up of the hygiene factors?

a. no dissatisfaction to dissatisfaction.

b. no dissatisfaction to satisfaction.

c. satisfaction to no satisfaction.

d. satisfaction to dissatisfaction.

Q#10 McClelland's theory of needs concentrates on which three needs?

a. achievement, realization and acceptance

b. achievement, power and affiliation

c. power, acceptance and confirmation

d. affiliation, control and realization

1. Which of the following is an accurate statement about transformational leaders?

A. They clarify task requirements.

B. They focus on tasks and pay little attention to followers.

C. They are poor motivators.

D. They exhibit more than just charisma.

2. A leader, such as Bill Gates of Microsoft, who can inspire followers above their own self-interests and can have a profound effect on their performance, are known as _____.

A. Transactional leaders

B. Directive leaders

C. Informational leaders

D. Transformational leaders

3. Fiedler's least-preferred coworker questionnaire seeks to measure what leadership factor?

A. Subordinate needs

B. Leader's style

C. Situation

D. Subordinate coworker influence

4. According to the Ohio State studies, which of the following dimensions of leader behavior refers to the extent to which a leader is likely to define and structure his or her role and the roles of group members in the search for goal attainment?

A. Intelligence structure

B. Psychological structure

C. Initiating structure

D. Consideration structure

5. Research on managerial activities found that managers typically spend the

most time:

- A. In their office
- B. With subordinates
- C. Reading and writing reports, memos, and correspondence

D. In informal meetings

6. What is the most common element in definitions of leadership?

- A. leadership is an authority relationship
- B. leadership is the ability to make good decisions
- C. leadership is an attribution made by followers

D. leadership is an influence process

7. Participative leadership is best viewed as a combination of which two approaches for studying leadership?

- A. Trait and behavior
- B. Power-influence and trait

C. Behavior and power-influence

- D. Trait and situational

8. Recent leadership theories such as charismatic and transformational leadership:

- A. Emphasize rational processes more than rational processes
- B. Emphasize emotional processes more than rational processes**
- C. Describe emotional and rational processes as equally important
- D. De-emphasized both rational and emotional processes

9. Most leadership theories emphasize:

A. Leader characteristics

B. Follower characteristics

C. Both leader and follower characteristics

D. Characteristics of the leadership situation

10. Research by Fiedler uncovered three contingency dimensions that define the key _____.

A. Situational factors for determining leader effectiveness

B. Follower factors for determining leader effectiveness

C. Leader behavioral style factors for determining leader effectiveness

E. Situational factors for determining follower effectiveness.

11. Which of the following statements regarding leadership is true?

A. All leaders are managers.

B. Formal rights enable managers to lead effectively.

C. All managers are leaders.

D. Non-sanctioned leadership is as important as or more important than formal influence.

12. If trait theories of leadership are valid, then leaders are _____.

A. Trained

B. Born

C. Authoritarian

D. Educated

13. If behavioral leadership theories are correct, then _____.

A. leadership behaviors are consistent

B. leaders are born with leadership behaviors

C. leaders' behavior should be altered

D. leadership skills can be trained

14. According to the Managerial Grid, managers perform best using which of the following styles?

A. 9,9

B. consideration

C. contingency

D. development-oriented

15. Behavioral theories fail to consider which of the following elements affecting leadership?

A. Traits

B. Situational factors

C. Employee satisfaction

D. Employee turnover

16. Which of the following proposed a contingency theory?

A. Fiedler

B. Surber

C. Grey

D. Deickman

17. According to Mintzberg, which type of role is likely to get the highest priority?

A. Entrepreneur

B. Spokesperson

C. Disturbance handler

D. Negotiator

18. In a crisis situation, effective leaders are likely to:

A. Consult with subordinates

B. Reduce their exposure

C. Act more considerate

D. Act more decisive

19. What is the primary management function in the initial stage of the organizational life cycle?

A. Coordinating work activities

B. Obtaining resources

C. Increasing member motivation

D. Improving efficiency

20. Which of the following is not an example of Initiating Structure as defined in the Ohio State studies?

A. Letting subordinates know what is expected of them

B. Criticizing poor work

C. Consulting with subordinates before making changes

D. Coordinating the activities of subordinates

Q#1 What sort of groups are defined by the organization's structure?

a. informal

b. task

c. friendship

d. formal

Q#2 Hamiz, Ali and Ahsan work in different departments, but often eat lunch together. They are an example of what type of group?

a. formal

b. informal

c. command

d. task

Q#3 Which of the following statements most accurately describes interest groups?

a. They are longer lasting than friendship groups.

b. They develop because individual members have one or more common characteristics.

c. They are formed because of some common objective.

d. They are governed by labor laws.

Q#4 Research indicates that poor _____ is probably the most frequently cited source of interpersonal conflict.

a. motivation

b. leadership

c. training

d. communication

Q#5 Clarification to employees about how well they are doing, and what can be done to improve performance, are examples of which function of communication?

a. information

b. control

c. motivation

d. emotional expression

Q#6 The communication used by managers to provide job instructions is _____ communication.

a. downward

b. lateral

c. formal

d. directional

Q#7 Which of the following is an example of downward communication flow?

a. suggestion boxes

b. envelope attitude surveys

c. feedback on job performance

d. identifying with and discussing problems with the boss

Q#8. All of the following are examples of downward communication flows except _____.

a. managers assigning goals

b. managers informing employees of procedures

c. managers pointing out problems that need attention

d. employees completing attitude surveys

Q#9 Communication messages that are passed through a big number of people will most likely suffer from which of the following?

a. disruption

b. distortion

c. lack of non-verbal cues

d. decoding

Q#10 The _____ communication network is best illustrated by an unstructured committee.

a. wheel

b. all-channel

c. interpersonal

d. circle

Q#11 The most effective communication network for facilitating the emergence of a leader is _____.

- a. chain
- b. all-channel
- c. wheel**
- d. direct

Q#12 An informal communication network is typically called a _____.

- a. gossip monger
- b. grapevine**
- c. chain
- d. free acting system

Q#13 Which of the following is a phenomenon in which group pressures for conformity deter the group from critically appraising unusual, minority, or unpopular views?

- a. group conformity
- b. groupshift
- c. groupthink**
- d. compromise

Q#14 According to Maslow, when does a need stop motivating?

- a. when it is substantially satisfied**
- b. it never stops motivating
- c. when one returns to a lower level need
- d. when one chooses to move to a higher level need

Q#15 What is the primary organizational factor that satisfies people's physiological needs?

- a. their relationships with co-workers
- b. recognition
- c. pay**
- d. admiration

Q#16. Desires for associations with those who are significant to us, such as family members, supervisors, and friends, are examples of Alderfer's _____ needs.

a. existence

b. relatedness

c. association

d. esteem

Q#17 ERG's _____ needs include the intrinsic component from Maslow's esteem category and the characteristics included under self-actualization.

a. existence

b. relatedness

c. growth

d. physiological

Q#18. Which one of the following is not characteristic of ERG theory?

a. It proposes three levels of needs: existence, relatedness, and growth.

b. More than one level of needs may serve as motivators at the same time.

c. It involves a frustration-regression process.

d. The existence needs must be satisfied before the relatedness needs become important.

e. It is an extension and improvement of Maslow's theory.

Q#19. In what way are Theory X and Theory Y managers alike?

a. they are skeptical about their employees' ability to operate independently

b. they have a negative view of human behavior

c. they acknowledge that people in the workplace are mostly motivated by higher order needs

d. their behavior follows their assumptions

Q#20. A Theory Y manager would assume that employees would _____.

- a. dislike work
- b. need to be controlled
- c. avoid responsibility
- d. exercise self direction**

1

Which of the following is not included in the definition of conflict?

- a. Perception
- b. Disruption of tasks
- c. Something that is cared about
- d. Negative effects

2

Which of the following is not one of the views of conflict?

- a. Traditional
- b. Human relations
- c. Interactionist
- d. Functional

3

The traditional view of conflict argues that conflict _____.

- a. Helps to generate discussion
- b. Can be avoided
- c. Improves productivity
- d. Must be avoided

4

The _____ view of conflict argues that conflict arises from management failure.

- a. Human relations
- b. Interactionist
- c. Traditional
- d. Functional

5

The human relations view of conflict advocates _____ conflict.

- a. Encouraging
- b. Open communication for resolving
- c. Group therapy for resolving
- d. Acceptance of conflict

6

Which method is used to enhance the skills of the current or new employees to perform current job more efficiently?

- a. Training
- b. Development
- c. Improvement
- d. Job rotation

7

Which method is used to enhance the skills of the current or new employees to perform future jobs more efficiently?

- a. Training
- b. Development

c. Improvement

d. Job rotation

8

An organization that has developed the continuous capacity to adapt and change is termed a(n) _____.

a. Continuous improvement process

b. Innovative organization

c. Double-loop learning organization

d. Learning organization

9

_____ involves correcting errors using past routines and present policies.

a. Process reengineering

b. Single-loop learning

c. Double-loop learning

d. Continuous improvement process

10

Which of the following is an example of a piece-rate plan?

a. Time and a half for overtime

b. Rs. 15 for each unit produced

c. Productivity bonus

d. Commission

11

Much of the compensation of Ali traders is in the form of stock options. The

amount of options distributed is based on the company's net profits. What sort of compensation plan is this?

- a. Profit-sharing
- b. Gainsharing
- c. Merit based
- d. Esop

12

What is the term used for a pay plan where pay levels are based on how many skills employees have or how many jobs they can do?

- a. A variable pay plan
- b. Flexible pay
- c. Competency-based pay
- d. Gainsharing

13

Skill-based pay plans are not consistent with which of the following theories?.

- a. ERG theory
- b. The achievement need
- c. Reinforcement theory
- d. Two-factor theory

14

Paying people to expand their skill levels is consistent with which need?

- a. Affiliation
- b. Achievement

c. Social

d. Security

15

Why are flexible benefit plans consistent with expectancy theory's thesis?

a. They allow organizations to minimize costs associated with benefits

b. They provides a suite of tangible rewards that can be offered as motivation

c. Organizational rewards should be linked to each individual employee's goals

d. They make employment at firms providing such programs more attractive

16

Which of the following types of teams allows for collaboration between team members who are physically dispersed?

a. Local

b. Interactive

c. Virtual

d. Global

17

Which is not one of the primary factors that differentiate virtual teams from faceto face teams?

a. The absence of nonverbal cues

b. Limited social context

c. Decreased satisfaction with work processes

d. The ability to overcome time and space constraints

18

Which of the following is not the benefit of virtual teams?

- a. Defined and agreed roles
- b. Geographically dispersed members
- c. Group interaction and cohesion
- d. Effective lines of communication

19

Which of the following is NOT a role in team meetings?

- a. Primary facilitator
- b. Minute taker
- c. Time keeper
- d. Disturbance handler

20

Sending the minutes of the meeting is part of _____

- a. Plan
- b. Conduct
- c. Close
- d. Follow

**MGMT623 LEADERSHIP & TEAM MANAGEMENT
TODAY QUIZ**

AKHLAQ Quiz,

Question # 1 of 15 (Start time: 10:12:20 PM)

Total Marks: 1

The base of economy has moved from :

Select correct option:

- ☒ Manufacturing to services
- ☐ Services to manufacturing
- ☐ Manufacturing to productivity
- ☐ Productivity to manufacturing

Question # 2 of 15 (Start time: 10:13:31 PM)

Total Marks: 1

According to Blake and Mouton, a leader having a 9,1 style fall in which category of leader?

Select correct option:

- ☐ Visionary
- ☐ Laissez-faire
- ☒ Authority
- ☐ Effusive

Question # 3 of 15 (Start time: 10:15:05 PM)

Total Marks: 1

Leaders always depend on their _____.

Select correct option:

- ☐ Children
- ☐ Friends
- ☐ Relatives
- ☒ Followers

Question # 4 of 15 (Start time: 10:15:37 PM)

Total Marks: 1

Which of the following are the responsibilities of exemplary followers?

Select correct option:

- ☐ Challenge the leader
- ☐ Encourage the leader
- ☐ Defend the leader
- ☒ All of given options

Question # 5 of 15 (Start time: 10:17:05 PM)

Total Marks: 1

Which dimension of the Big Five model refers to an individual's propensity to defer to others?

Select correct option:

- ☐ Conscientiousness
- ☒ Agreeableness
- ☐ Extraversion
- ☐ Feeling

Question # 6 of 15 (Start time: 10:18:36 PM)

Total Marks: 1

Interpersonal roles include which of the following three roles?

Select correct option:

- ☐ Disseminating, figurehead and liaison
- ☒ Figurehead, leader and liaison
- ☐ Disturbance handler, monitor and entrepreneur
- ☐ Monitor, resource allocator and negotiator

Question # 7 of 15 (Start time: 10:19:44 PM)

Total Marks: 1

Which of the following best knows "how work is done"?

Select correct option:

- ☐ Leader
- ☐ Instructor
- ☐ Mentor
- ☒ **Manager**

Question # 8 of 15 (Start time: 10:21:00 PM)

Total Marks: 1

What is the most important asset of an organization?

Select correct option:

- ☒ **People**
- ☐ Money
- ☐ Building
- ☐ Machinery

Question # 9 of 15 (Start time: 10:21:48 PM)

Total Marks: 1

Which of the following statements about personality is correct?

Select correct option:

- ☐ Personality is always stable
- ☐ Personality is a part of a person
- ☒ **Personality is an aggregate whole**
- ☐ Personality is for the most part comprised of traits that cannot be measured

Question # 10 of 15 (Start time: 10:23:21 PM)

Total Marks: 1

Which of the following are the traits of charismatic leader?

Select correct option:

- ☐ Self confidence

- ☐ A vision
- ☐ The image of a change agent
- ☒ All of the given options

Question # 11 of 15 (Start time: 10:24:44 PM) Total Marks: 1

Which of the following terms describes basic convictions that “a specific mode of conduct or end state of existence is personally or socially preferable to an opposite mode of conduct.”

Select correct option:

- ☒ Values
- ☐ Attitudes
- ☐ Convictions
- ☐ Preferences

Question # 12 of 15 (Start time: 10:26:13 PM) Total Marks: 1

Which of the following is Not a category of followers with reference to leadership?

Select correct option:

- ☐ Pragmatic followers
- ☒ Alienated followers
- ☐ Conventional followers
- ☐ Proactive followers

Question # 13 of 15 (Start time: 10:27:43 PM) Total Marks: 1

Which is the primary management function in the initial stage of the organizational life cycle?

Select correct option:

- ☐ Coordinating work activities
- ☒ Obtaining resources
- ☐ Increasing member motivation
- ☐ Improving efficiency

Question # 14 of 15 (Start time: 10:29:08 PM) Total Marks: 1

Which of the following is the best definition of attitude?

Select correct option:

- ☒ Attitudes indicate how one will react to a given event
- ☐ Attitudes are the yardstick by which one measures one's actions
- ☐ Attitudes are the emotional part of an evaluation of some person, object or event
- ☐ **Attitudes are evaluative statements of what one believes about something or someone**

Question # 15 of 15 (Start time: 10:30:37 PM)

Total Marks: 1

How would someone who is described as an ESTJ on the Myers-Briggs Type Indicator best be described?

Select correct option:

- ☐ As a visionary
- ☐ As a conceptualizer
- ☐ As an innovator
- ☐ **As an organizer**

Tariq Mehmood Solution.

Which of the following is the best definition of attitude?

Select correct option:

- ☐ Attitudes indicate how one will react to a given event
- ☐ Attitudes are the yardstick by which one measures one's actions
- ☐ Attitudes are the emotional part of an evaluation of some person, object or event
- ☐ **Attitudes are evaluative statements of what one believes about something or someone**

Which of the following is NOT the quality of a leader?

Select correct option:

- ☐ Vision
- ☐ Ability
- ☐ Enthusiasm
- ☒ **Gender**

Which is the primary management function in the initial stage of the organizational life cycle?

Select correct option:

- ☐ Coordinating work activities
- ☒ **Obtaining resources**
- ☐ Increasing member motivation
- ☐ Improving efficiency

MC090206044 : Tariq Mahmood

Time Left **86**
sec(s)

Quiz Start Time: 10:08 PM

Question # 4 of 15 (Start time: 10:11:50 PM) Total Marks: 1

Which of the following developed the first comprehensive contingency model for leadership?

Select correct option:

- ☐ Hersey and Blanchard
- ☐ Blake and Mouton
- ☒ **Fred Fiedler**
- ☐ John Kotter

[Click here to Save Answer & Move to Next Question](#)

MC090206044 : Tariq Mahmood

Time Left **89**
sec(s)

Quiz Start Time: 10:08 PM

Question # 5 of 15 (Start time: 10:13:09 PM) Total Marks: 1

According to University of Michigan researchers, which type of leaders is associated with higher group productivity and higher job satisfaction?

Select correct option:

- ☐ Situational
- ☐ Employee-oriented
- ☒ **Production-oriented**
- ☐ Initiating structure-oriented

[Click here to Save Answer & Move to Next Question](#)

MC090206044 : Tariq Mahmood

Time Left **88**
sec(s)

Quiz Start Time: 10:08 PM

Question # 6 of 15 (Start time: 10:14:37 PM) Total Marks: 1

All of the following are classifications on the Myers-Briggs Type Indicator except:

Select correct option:

- ☐ Extroverted/introverted
- ☐ Sensing/intuitive
- ☐ Perceiving/judging
- ☒ **Independent/dependent**

[Click here to Save Answer & Move to Next Question](#)

MC090206044 : Tariq Mahmood

Time Left **89**
sec(s)

Quiz Start Time: 10:08 PM

Question # 7 of 15 (Start time: 10:15:22 PM) Total Marks: 1

Which of the following are the responsibilities of exemplary followers?

Select correct option:

- ☐ Challenge the leader
- ☐ Encourage the leader
- ☐ Defend the leader
- ☐ **All of given options**

[Click here to Save Answer & Move to Next Question](#)

MC090206044 : Tariq Mahmood

Time Left **88**
sec(s)

Quiz Start Time: 10:08 PM

Question # 8 of 15 (Start time: 10:16:51 PM) Total Marks: 1

What does the Meyers-Briggs Type Indicator classification of “E or I” stand for?

Select correct option:

- ☐ Extroverted/intuitive
- ☐ Emotional/introverted

- ☐ Extroverted/introverted
- ☐ Emotional/intuitive

Click here to Save Answer & Move to Next Question

MC090206044 : Tariq Mahmood

Time Left **88**
sec(s)

Quiz Start Time: 10:08 PM

Question # 9 of 15 (Start time: 10:18:21 PM)

Total Marks: 1

Who fixes the blame for breakdown?

Select correct option:

- ☐ **Manager**
- ☐ Leader
- ☐ Instructor
- ☐ Mentor

Click here to Save Answer & Move to Next Question

MC090206044 : Tariq Mahmood

Time Left **88**
sec(s)

Quiz Start Time: 10:08 PM

Question # 10 of 15 (Start time: 10:18:50 PM)

Total Marks: 1

According to Blake and Mouton, a leader having a 9,1 style fall in which category of leader?

Select correct option:

- ☐ **Visionary**
- ☐ Laissez-faire
- ☐ Authority
- ☐ Effusive

[Click here to Save Answer & Move to Next Question](#)

MC090206044 : Tariq Mahmood

Time Left **89**
sec(s)

Quiz Start Time: 10:08 PM

Question # 11 of 15 (Start time: 10:20:11 PM)

Total Marks: 1

Which of the following is NOT generally true?

Select correct option:

- ☐ Satisfied workers are productive workers
- ☐ Productive workers are satisfied workers
- ☐ **Satisfaction is the major determinant of a worker's Organizational Citizenship Behavior**
- ☐ Satisfaction comes down to fairness of outcomes, treatments or procedures

[Click here to Save Answer & Move to Next Question](#)

MC090206044 : Tariq Mahmood

Time Left **88**
sec(s)

Quiz Start Time: 10:08 PM

Question # 12 of 15 (Start time: 10:21:24 PM)

Total Marks: 1

How would someone who is described as an ESTJ on the Myers-Briggs Type Indicator best be described?

Select correct option:

- ☐ As a visionary
- ☐ As a conceptualizer
- ☐ As an innovator
- ☒ As an organizer

[Click here to Save Answer & Move to Next Question](#)

MC090206044 : Tariq Mahmood

Time Left

88
sec(s)

Quiz Start Time: 10:08 PM

Question # 13 of 15 (Start time: 10:22:06 PM) Total Marks: 1

Which of the following is not true of charismatic leaders?

Select correct option:

- ☐ They have a vision and the ability to articulate the vision
- ☐ They have behavior that is unconventional
- ☐ They are willing to take high personal risk
- ☒ They exhibit behaviors that are consistent with their followers' behaviors

[Click here to Save Answer & Move to Next Question](#)

MC090206044 : Tariq Mahmood

Time Left

88
sec(s)

Quiz Start Time: 10:08 PM

Question # 14 of 15 (Start time: 10:23:20 PM)

Total Marks: 1

_____ is known as the founder of CNN.

Select correct option:

- ☐ Andy Grove
- ☐ Sam Walton
- ☒ **Ted Turner**
- ☐ Phil Knight

[Click here to Save Answer & Move to Next Question](#)

MC090206044 : Tariq Mahmood

Time Left **88**
sec(s)

Quiz Start Time: 10:08 PM

Question # 15 of 15 (Start time: 10:23:50 PM)

Total Marks: 1

A deliberate arrangement of people to accomplish some specific purpose is:

Select correct option:

- ☐ A structure
- ☐ A process
- ☒ **An organization**
- ☐ An assembly operation

[Click here to Save Answer & Move to Next Question](#)

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Question # 1 of 15 (Start time: 10:12:20 PM) Total Marks: 1

The base of economy has moved from :

Select correct option:

Manufacturing to services

Services to manufacturing

Manufacturing to productivity

Productivity to manufacturing

Question # 2 of 15 (Start time: 10:13:31 PM) Total Marks: 1

According to Blake and Mouton, a leader having a 9,1 style fall in which category of leader?

Select correct option:

Visionary

Laissez-faire

Authority

Effusive

Question # 3 of 15 (Start time: 10:15:05 PM) Total Marks: 1

Leaders always depend on their _____.

Select correct option:

Children

Friends

Relatives

Followers

Question # 4 of 15 (Start time: 10:15:37 PM) Total Marks: 1

Which of the following are the responsibilities of exemplary followers?

Select correct option:

Challenge the leader

Encourage the leader

Defend the leader

All of given options

Question # 5 of 15 (Start time: 10:17:05 PM) Total Marks: 1

Which dimension of the Big Five model refers to an individual's propensity to defer to others?

Select correct option:

Conscientiousness

Agreeableness

Extraversion

Feeling

Question # 6 of 15 (Start time: 10:18:36 PM) Total Marks: 1

Interpersonal roles include which of the following three roles?

Select correct option:

Disseminating, figurehead and liaison

Figurehead, leader and liaison

Disturbance handler, monitor and entrepreneur

Monitor, resource allocator and negotiator

Question # 7 of 15 (Start time: 10:19:44 PM) Total Marks: 1

Which of the following best knows “how work is done”?

Select correct option:

Leader

Instructor

Mentor

Manager

Question # 8 of 15 (Start time: 10:21:00 PM) Total Marks: 1

What is the most important asset of an organization?

Select correct option:

People

Money

Building

Machinery

Question # 9 of 15 (Start time: 10:21:48 PM) Total Marks: 1

Which of the following statements about personality is correct?

Select correct option:

Personality is always stable

Personality is a part of a person

Personality is an aggregate whole

Personality is for the most part comprised of traits that cannot be measured

Question # 10 of 15 (Start time: 10:23:21 PM) Total Marks: 1

Which of the following are the traits of charismatic leader?

Select correct option:

Self confidence

A vision

The image of a change agent

All of the given options

Question # 11 of 15 (Start time: 10:24:44 PM) Total Marks: 1

Which of the following terms describes basic convictions that “a specific mode of conduct or end state of existence is personally or socially preferable to an opposite mode of conduct.”

Select correct option:

Values

Attitudes

Convictions

Preferences

Question # 12 of 15 (Start time: 10:26:13 PM) Total Marks: 1

Which of the following is Not a category of followers with reference to leadership?

Select correct option:

Pragmatic followers

Alienated followers

Conventional followers

Proactive followers

Question # 13 of 15 (Start time: 10:27:43 PM) Total Marks: 1

Which is the primary management function in the initial stage of the organizational life cycle?

Select correct option:

Coordinating work activities

Obtaining resources

Increasing member motivation

Improving efficiency

Question # 14 of 15 (Start time: 10:29:08 PM) Total Marks: 1

Which of the following is the best definition of attitude?

Select correct option:

Attitudes indicate how one will react to a given event

Attitudes are the yardstick by which one measures one's actions

Attitudes are the emotional part of an evaluation of some person, object or event

Attitudes are evaluative statements of what one believes about something or someone

Question # 15 of 15 (Start time: 10:30:37 PM) Total Marks: 1

How would someone who is described as an ESTJ on the Myers-Briggs Type Indicator best be described?

Select correct option:

As a visionary

As a conceptualizer

As an innovator

As an organizer

MIDTERM EXAMINATION

Spring 2010

MGMT623- Leadership & Team Management - MGMT623 (alt. code=HRM623) (Session - 6)

Time: 60 min

Marks: 44

Question No: 1 (Marks: 1) - Please choose one

Leadership is best defined as _____.

- ▶ **The ability to influence a group in goal achievement**
- ▶ Keeping order and consistency in the midst of change
- ▶ Implementing the vision and strategy provided by management
- ▶ Coordinating and staffing the organization and handling day-to-day problems

Question No: 2 (Marks: 1) - Please choose one

Which management roles include entrepreneur, disturbance handler, resource allocator and negotiator?

- ▶ Interpersonal
- ▶ Informational
- ▶ Decisional
- ▶ None of the given options

Question No: 3 (Marks: 1) - Please choose one

Information roles include which of the following three roles?

- ▶ Disseminating, figurehead and liaison
- ▶ Monitor, resource allocator and negotiator
- ▶ Disturbance handler, monitor and entrepreneur
- ▶ Monitor ,disseminator and spokesperson

Question No: 4 (Marks: 1) - Please choose one

Decisional roles include which of following three roles?

- ▶ Entrepreneur, disturbance handler and resource allocator
- ▶ Disseminating, figurehead and liaison
- ▶ Monitor resource allocator and negotiator
- ▶ Disturbance handler, monitor and entrepreneur

Question No: 5 (Marks: 1) - Please choose one

Which of the following is **Not** true about decision processes in organizations?

- ▶ Major decisions are made in an orderly, rational manner
- ▶ Decision processes are prolonged for important decisions
- ▶ Decision processes are to some extent political
- ▶ Major decisions may result from a series of small, incremental choices

Question No: 6 (Marks: 1) - Please choose one

A situation in which one can influence on the group member or in the organization is called:

- ▶ Exposure
- ▶ Experience
- ▶ Position
- ▶ Action

Question No: 7 (Marks: 1) - Please choose one

Someone subscribing to theory X would agree with which of the following statements?

- ▶ Individuals are dominated by Maslow's lower level needs
- ▶ Individuals are dominated by Maslow's higher level needs

► Individuals are not clearly dominated by any particular level of Maslow's hierarchy of needs

► Individuals are in reality independent of Maslow's hierarchy of needs

Question No: 8 (Marks: 1) - Please choose one

The quality of a leader to foresee an organization's position is called:

► Mission

► [Vision](#)

► Goal

► Objective

Question No: 9 (Marks: 1) - Please choose one

To achieve goals, leaders need which of the following factors?

► Stamina

► Energy

► Health

► [All of the given options](#)

Question No: 10 (Marks: 1) - Please choose one

The degree to which job assignments are procedurized is classified in the Fiedler model as _____.

► Leader-member relations

► Initiating structure

- ▶ Task orientation
- ▶ [Task structure](#)

Question No: 11 (Marks: 1) - Please choose one

According to which of the following leadership styles the main role of the leader is to facilitate and communicate?

- ▶ Telling
- ▶ Selling
- ▶ Participating
- ▶ [Delegating](#)

Question No: 12 (Marks: 1) - Please choose one

Which of the following can be the best description of high LPC leader?

- ▶ [Very critical of coworkers with whom it is difficult to work](#)
- ▶ Very participative when making decisions about the work
- ▶ Less likely to be effective as a leader in most situations
- ▶ Has a primary motivation to maintain cooperative relationships

Question No: 13 (Marks: 1) - Please choose one

Which type of leadership focus on rewards in exchange for motivation, productivity effective task accomplishment?

- ▶ [Transactional leadership](#)
- ▶ Transformational leadership
- ▶ Charismatic leadership
- ▶ Visionary leadership

Question No: 14 (Marks: 1) - Please choose one

Which of the following is an environmental force that shapes personality?

- ▶ Genetic inheritance
- ▶ Gender
- ▶ Height
- ▶ [Experience](#)

Question No: 15 (Marks: 1) - Please choose one

The belief that “violence is wrong” is an evaluative statement. Such an opinion falls in which component of an attitude.

- ▶ Cognitive
- ▶ Effective
- ▶ Reflective
- ▶ [Behavioral](#)

Question No: 16 (Marks: 1) - Please choose one

Which of the following statements would have been most likely made by an employee with a high degree of job involvement?

▶ **“My skills make me exceptionally valuable to the company.”**

▶ “I’m a harder worker than most of my colleagues, even to the degree I am carrying some of the lazier ones.”

▶ “It felt great to get promoted; I guess the guys upstairs really did appreciate the way I had been running things.”

▶ "I love my job, it is engaging, well-paid, and low pressure enough that I don’t have to be always worrying about it in my time off.”

Question No: 17 (Marks: 1) - Please choose one

Which of the following is true regarding the relationship between satisfaction and absenteeism?

▶ There is a consistent positive relationship between the two

▶ **There is a consistent negative relationship between the two**

▶ There is a curvilinear relationship between the two

▶ When fairness is controlled for, there is a direct relationship between the two

Question No: 18 (Marks: 1) - Please choose one

Two people see the same thing at the same time yet interpret it differently. Where do the factors that operate to shape their dissimilar perceptions reside?

▶ **The perceivers**

▶ The target

- ▶ The timing
- ▶ The context

Question No: 19 (Marks: 1) - Please choose one

All of the following are classifications on the Myers-Briggs Type Indicator **except**:

- ▶ Perceiving/judging
- ▶ **Independent/dependent**
- ▶ Extroverted/introverted
- ▶ Sensing/intuitive

Question No: 20 (Marks: 1) - Please choose one

According to Sheila Murray, which of the following is **Not** true?

- ▶ Leaders have a mission
- ▶ Leaders are big thinkers
- ▶ **Leaders avoid risk**
- ▶ Leaders use power wisely

Question No: 21 (Marks: 1) - Please choose one

Which of the following is the power to give positive benefit or rewards?

- ▶ **Reward Power**
- ▶ Coercive power
- ▶ Expert power

- ▶ Referent power

Question No: 22 (Marks: 1) - Please choose one

Which employee trait is **Least** likely to facilitate effective empowerment?

- ▶ High need for achievement
- ▶ External locus of control orientation
- ▶ High self acceptance
- ▶ Relevant technical knowledge

Question No: 23 (Marks: 1) - Please choose one

Which level of Maslow's hierarchy of needs deals with satisfying one's hunger, thirst, and need for sex?

- ▶ Safety
- ▶ Physiological
- ▶ Social
- ▶ Esteem

Question No: 24 (Marks: 1) - Please choose one

According to Maslow, when does a need stop motivating?

- ▶ When it is substantially satisfied
- ▶ It never stops motivating
- ▶ When one returns to a lower level need

- ▶ When one chooses to move to a higher level need

Question No: 25 (Marks: 1) - Please choose one

Which of the following were considered higher-order needs by Maslow?

- ▶ Safety, social, esteem
- ▶ Esteem, self-actualization,safety
- ▶ Social, esteem, self-actualization
- ▶ Physiological, safety, social

Question No: 26 (Marks: 1) - Please choose one

Which of the following is a need theory of motivation?

- ▶ Maslow's need hierarchy theory
- ▶ Alderrfer's ERG theory
- ▶ Two factor theory
- ▶ All of the given options

Question No: 27 (Marks: 1) - Please choose one

In a crisis situation, effective leaders are likely to:

- ▶ Consult with subordinates
- ▶ Reduce their exposure
- ▶ Act more decisively
- ▶ None of the given options

Question No: 28 (Marks: 1) - Please choose one

Which of the following processes is emphasized in the definition of leadership?

- ▶ **Influencing followers to have complete trust in the leader**
- ▶ Motivating followers to do more than they initially expected
- ▶ Facilitating collective efforts to accomplish shared objectives
- ▶ Empowering each follower to become self reliant

Question No: 29 (Marks: 3)

List down the impression management strategies adopted by employees?

Answer : Following may considered strategies

A - The Demotion-preventative strategies