



BRAINWARE UNIVERSITY

Term End Examination 2020 - 21

Programme – Bachelor of Business Administration & Bachelor of Law

Course Name – Management Theory and Practice

Course Code - BBALLB101

Semester / Year - Semester I

Time allotted : 75 Minutes

Full Marks : 60

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question)

1 x 60=60

1. (Answer any Sixty)

(i) What is regarded as the charter of a company?

- | | |
|---------------------------------|------------------|
| a) Memorandum | b) Articles |
| c) Both Memorandum. & .Articles | d) None of these |

(ii) Address of the Registered Office is situated in?

- | | |
|---------------|------------------|
| a) MOA | b) AOA |
| c) Prospectus | d) None of these |

(iii) How many persons are needed to form a public company?

- | | |
|---------------|--------------|
| a) 10 or more | b) 5 or more |
| c) 7 or more | d) 2 or more |

(iv) A study of human behavior in organizational settings is

- | | |
|----------------------------|-------------------|
| a) Individual behavior | b) Group behavior |
| c) Organizational behavior | d) None of these |

(v) Who proposed “ bureaucratic structure” is suitable for all organization

- | | |
|----------------|----------------|
| a) Elton Mayo | b) Henry Fayol |
| c) F.W. Taylor | d) Max Weber |

(vi) "Hawthorne experiment" which was a real beginning of applied research in OB was conducted by

- a) Elton Mayo
- b) Henry Fayol
- c) F.W. Taylor
- d) Max Weber

(vii) Process or administrative theory of organization is being given by

- a) Elton Mayo
- b) Henry Fayol
- c) F.W. Taylor
- d) Max Weber

(viii) Whose concept states that interpersonal and human relations may lead to productivity

- a) Elton Mayo
- b) Henry Fayol
- c) F.W. Taylor
- d) Max Weber

(ix) Today's organizations are

- a) Open system
- b) Closed system
- c) Open as well as closed
- d) None of these

(x) ----- is largely childish, irrational, never satisfied, demanding and destructive of others

- a) Ego
- b) Super ego
- c) Negative ego
- d) Id

(xi) ----- is reality and practical oriented part of thinking

- a) Ego
- b) Super ego
- c) Negative ego
- d) Id

(xii) Which of the following methods is/are used to solve intergroup conflicts indirectly

- a) Avoidance
- b) Encouragement
- c) Bargaining
- d) All of these

(xiii) Which of the following is/are OD intervention techniques

- a) Sensitivity training
- b) MBO
- c) Quality of work life
- d) All of these

(xiv) Which of the following theory is proposed by Clayton Alderfer?

- a) Theory X and Theory Y
- b) Hierarchy of Needs
- c) ERG Theory
- d) N Ach Theory

(xv) Concept of MBO was introduced by:

- a) Peter. F.Drucker
- b) Mary Parker
- c) Henry Fayol
- d) Philip Kotler

(xvi) Which of the following is not a trait dimension in Big 5 personality trait?

- a) Extroversion
- b) Agreeableness
- c) Ego
- d) Culture

(xvii) Which of the following is one of the relationships proposed in expectancy theory?

- a) Reward-satisfaction relationship
- b) Satisfaction-performance relationship
- c) Rewards-personal goals relationship
- d) Effort-satisfaction relationship

(xviii) In Maslow's hierarchy needs which of the following pair of needs is ranked as "lower order needs"?

- a) Physiological and safety needs
- b) Physiological and social need
- c) Self actualization and safety needs
- d) Social and esteem needs

(xix) Which of the following is not a function of management?

- a) Planning
- b) Staffing
- c) Co-operation
- d) Controlling

(xx) Policy formulation is the function of_____.

- a) Top level management
- b) Middle level management
- c) Operational management
- d) All of these

(xxi) Henry Fayol was a _____

- a) Social scientists
- b) Accountant
- c) Mining engineer
- d) Production engineer

(xxii) Which of the following statement best described the principle of 'Division of work'?

- a) Work should be divided into small tasks
- b) Labour should be divided
- c) Resource should be divided among jobs
- d) It leads to specialization

(xxiii) Which of the following is Not a principle of management given by Taylor?

- a) Science, not rule of Thumb
- b) Functional foremanship
- c) Maximum, not restricted output
- d) Harmony not discord

(xxiv) Observe the following management principles and pick the odd one out.

- a) Unity of command
- b) Unity of direction
- c) Maximum output
- d) Equity

(xxv) Which of the following is not the functional areas of management?

- a) Production Management
- b) Marketing Management
- c) Personnel Management
- d) Information Management

(xxvi) Which of following is not among the levels of management?

- a) Top level management
- b) Intermediate Level
- c) Middle level management
- d) Lower level management

(xxvii) Which among the following is not a nature of Management principles?

- a) Rigid
- b) Universal

c) Relative

d) Leadership

(xxviii) Who is known as 'the Father of Modern Theory of Management'?

a) Harold Koontz

b) Henry Fayol

c) F.W. Taylor

d) Max Weber

(xxix) The S in the acronym for SMART goals stands for ___ .

a) specific

b) straightforward

c) strategic

d) source

(xxx) Objectives in MBO are decided by

a) Superior

b) Subordinates

c) Mutual consultations of both superior and subordinates

d) None of these

(xxxii) Which of the followings is not true for MBO?

a) It acts an effective Performance appraisal tool

b) The superior evaluate the individual concerned

c) It forces the management to plan the activities in a systematic way

d) Better management and improved communication

(xxxiii) Which of the followings is (are) the disadvantage(s) of Management by Objective (MBO)?

a) Inflexibility

b) Lack of relevant skill

c) Lack of individual motivation

d) All of these

(xxxiiii) Most valuable asset in an organization is

a) Land and building

b) Human being

c) Cash and bank balances

d) technology

(xxxv) What term is used to describe voluntary and involuntary permanent

withdrawal from an organization?

- a) Absenteeism
- b) Turnover
- c) Downsizing
- d) truancy

(xxxv) _____ is discretionary behaviour that is not part of an employee's formal job requirement, but that promotes the effective functioning of the organization.

- a) Productivity
- b) Motivation
- c) Organizational citizenship
- d) Organizational behavior

(xxxvi) Individual-level independent variables include all of the following except

- a) Leadership
- b) Learning
- c) Perception
- d) motivation

(xxxvii) Which of the following statements is true about the term "ability", as it is used in the field of organizational behaviour?

- a) It refers to an individual's willingness to perform various tasks.
- b) It is a current assessment of what an individual can do.
- c) It refers exclusively to intellectual skills.
- d) It refers exclusively to physical skills

(xxxviii) Which of the following is not a biographical characteristic?

- a) political affiliation
- b) age
- c) Sex
- d) tenure

(xxxix) Experiments performed by Ivan Pavlov led to what theory?

- a) classical conditioning
- b) operant conditioning
- c) social learning
- d) behavior shaping

(xl) In Pavlov's experiment, the bell was a/an

- a) unconditioned stimulus
- b) unconditioned response

c) conditioned stimulus

d) conditioned response

(xli) Which of the following processes deals with how well an individual remembers a model's action after it is no longer readily available?

a) Attitudinal

b) Retention

c) motor reproduction

d) reinforcement

(xlii) Suspending an employee for dishonest behaviour is an example of which method of shaping behaviour?

a) Extinction

b) negative reinforcement

c) punishment

d) reaction

(xliii) What is the process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment?

a) Interpretation

b) environmental analysis

c) Outlook

d) perception

(xliv) Which is also known as a non- reinforcement

a) Punishment

b) Negative reinforcement

c) Extinction

d) all of these

(xlv) The categories of needs as described by Maslow can be grouped as

a) Higher-order needs and Lower-order needs.

b) Supreme needs and local needs

c) Self needs and others needs

d) Luxurious needs and comfort needs

(xlvi) What does "E", "R" and "G" stand for in the ERG theory?

a) Export, Risk and Guarantee

b) Existence, Relatedness and Growth

c) Exponential, Reliability and Growth

d) None of these

(xlvii) Which of the following is a need that motivates human behaviour as per

the achievement motivation theory?

- a) Power
- b) Affiliation
- c) Achievement
- d) all of these

(xlviii) What are the alternate names used for the expectancy model?

- a) instrumentality theory
- b) Path - goal theory
- c) Valence - instrumentality - expectancy theory
- d) all of these

(xlix) In leadership theories of management, Being a leader would mean

- a) An individual with a vision and followers
- b) The final step in the leadership practice
- c) A person who is studying leadership as a subject
- d) The first step in the leadership practice

(l) According to Herzberg, determinants of being satisfied by a job could be

- a) Success, appreciation, nature of work, responsibility, expansion
- b) Realization, appreciation, accountability, contraction
- c) Salary, way of supervision, Company policy, work conditions
- d) Administrative policies, nature of work, interpersonal relations

(li) The supervisor motivate the subordinates in _____.

- a) Authoritative
- b) Autocratic direction
- c) Free rein direction
- d) Democratic direction

(lii) The impoverished style on the managerial grid is rated as:

- a) (9,1)
- b) (1,9)
- c) (1,1)
- d) (9,9)

(liii) The point, (1,1) on the managerial grid shows:

- a) Country-club style
- b) Middle-of the-road style

c) Produce or perish style

d) impoverished style

(liv) The highest need according to the Hierarchy Model is:

a) Esteem

b) Physiological

c) Self-Actualization

d) Social

(lv) The ERG in Alderfer's ERG Theory stands for:

a) Existence, Relation, Growth

b) Emotion, Retardation, Growth

c) Emotion, Relation, Grandeur

d) Emotion, Relation, Growth

(lvi) Who proposed that achievement, affiliation and power are three important needs that help explain motivation in workplace situations?

a) McClelland

b) Herzberg

c) McGregor

d) Taylor

(lvii) Theory X suggests that employees-

a) Dislike their manager

b) Dislike work

c) Like work

d) Like their manager

(lviii) Douglas McGregor's view that suggests that employees will exercise self-direction and self-control when they are committed to the objectives of the work is called-

a) Theory X

b) Theory A

c) Theory Y

d) Theory Z

(lix) Which of the following would be classified by Herzberg as a hygiene factor?

a) Promotion

b) Responsibility

c) Company policy

d) Personal growth

(lx) Work attitudes can be reflected in an organization through-

a) Job satisfaction

c) Both 'Job satisfaction' and
'Organizational commitment'

b) Organizational commitment

d) None of these