

ROYAL COLLEGE OF ARTS, SCIENCE & COMMERCE
SAMPLE PAPER
SEMESTER VI
Paper VI: Industrial & Organizational Psychology – Part II
Course Code [UAPS603]

- 1. _____ theory on a continuum of motivation theories is more distal.**
 - A. Expectancy
 - B. Goal setting
 - C. Action
 - D. Need

- 2. Locke & Latham developed _____ theory**
 - A. Expectancy
 - B. Goal setting
 - C. Action
 - D. Self-efficacy

- 3. A person with learning-oriented goal will focus their efforts on _____**
 - A. Enhancing their performance on the job
 - B. Enhancing their knowledge and skill
 - C. Enhancing their skills
 - D. Enhancing their knowledge

- 4. In Galatea effect people's beliefs about their own capabilities lead them to ____.**
 - A. Perform better
 - B. Learn better
 - C. Work better in a team
 - D. Work better individually

- 5. _____ is the value of an outcome or reward to a person.**
 - A. Instrumentality
 - B. Expectancy
 - C. Force
 - D. Valence

- 6. Job satisfaction is a(an) _____ variable**
 - A. Behavioural
 - B. Cognitive
 - C. Affective
 - D. Attitudinal

- 7. The Job Satisfaction Survey assesses _____ popular facets of job satisfaction.**
 - A. Nine
 - B. Seven
 - C. Eight
 - D. Six

- 8. Research suggests that different countries may have different feelings about job satisfaction levels due to cultural values about _____.**
 - A. Work, Pay, Supervision, Co-workers
 - B. Individualism/collectivism, Masculinity, Power distance, Uncertainty avoidance
 - C. Supervision, Pay, work, promotion
 - D. Skill variety, Task identity, Task significance, Autonomy

9. _____ is the extent to which people perceive the allotment of rewards at work to be fair.
- Procedural justice
 - Appraisal justice
 - Fairness
 - Distributive justice
10. Quitting the job has been tied to _____.
- Job performance
 - Job motivation
 - Organizational commitment
 - Job satisfaction
11. Ms. Amy is employed in an I.T. firm for about 6 months now, she is hardworking and works beyond the minimum expected. Her supervisor does not trust her with important decisions and adopts directive style in his interaction with her. This suggests that _____.
- She is a hired hand
 - She is a cadre
 - The supervisor is task oriented
 - She is not fit for the job
12. The basic idea of _____ theory is based on expectancy theory.
- Fiedler's Contingency Theory
 - LMX Theory
 - Path Goal Theory
 - Vroom-Yetton Theory
13. _____ is most accurate regarding the research conducted on participative leadership by Bragg & Andrews (1973).
- Participative leadership did not influence job satisfaction
 - Participative leadership did not influence attendance
 - Participative leadership did not influence job performance
 - Participative leadership was not effective in every situation
14. When subordinates refuse to recognize the authority as the CEO their company. The CEO has lost _____.
- Legitimate Power
 - Expert Power
 - Coercive Power
 - Political Power
15. According to these theorists two types of relationship develop between supervisors and subordinates:
- House & Mitchell
 - Bragg & Andrews
 - Bass & Riggio
 - Dansereau et al.
16. _____ is the oldest theory.
- Theory Z
 - Open System theory
 - Theory Y
 - Bureaucracy Theory

- 17. A supervisor believes that most employees are lazy and working only to earn money. He is likely to _____.**
- A. Let the subordinates choose their own goals
 - B. Allow the subordinates to use discretion
 - C. Impose strict controls on the subordinates
 - D. Make extensive use of delegating authority
- 18. Organizational development is a family of techniques designed to _____.**
- A. Reduce employees' work stress
 - B. Help improve the productivity
 - C. Help improve the work satisfaction
 - D. Help organizations change for the better
- 19. _____ is an intervention designed to enhance the communication and interpersonal skills of individual employees.**
- A. Survey Feedback
 - B. Team Building
 - C. Management by objectives
 - D. T-Group
- 20. Meta-analysis suggests that team building tends to have positive effects on _____.**
- A. Team performance and Team goals
 - B. Team functioning and team performance
 - C. Team functioning and team goals
 - D. Team commitment and team functioning

*****THE END*****