

**QUESTION BOOKLET AND ANSWER KEY
FOR RECRUITMENT TEST OF**

Management Trainee	Code-C-3
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HELD ON 18 & 19 Feb. 2012

ENGLISH VERSION

1. 'ਨੱਕ ਵੱਟਣਾ' ਮੁਹਾਵਰੇ ਦਾ ਕੀ ਅਰਥ ਹੈ :
 (A) ਨੱਕ ਮਰੋੜਨਾ (B) ਨੱਕ ਭੰਨਣਾ
 (C) ਕਿਸੇ ਚੀਜ਼ ਨੂੰ ਪਸੰਦ ਨਾ ਕਰਨਾ (D) ਨੱਕ ਫੜਨਾ
2. ਅਕਲਾਂ ਬਾਝੋਂ ਅਖਾਣ ਪੂਰੀ ਕਰੋ :
 (A) ਸਿਰ ਖਾਲੀ (B) ਖੂਹ ਖਾਲੀ (C) ਖਜ਼ਾਨੇ ਖਾਲੀ (D) ਘਰ ਖਾਲੀ
3. 'ਕੁ' ਅਗੇਤਰ ਲਾਕੇ ਸ਼ਬਦ ਬਣਾਓ :
 (A) ਕੁਲੱਛਣਾ (B) ਕੁਕੜੀ (C) ਕੁੱਤਾ (D) ਕੁੜੀ
4. ਹੇਠ ਲਿਖਿਆਂ ਵਿਚੋਂ ਸ਼ੁੱਧ ਵਾਕ ਦੀ ਚੋਣ ਕਰੋ :
 (A) ਉਸ ਦਿੱਲੀ ਜਾਣਾ ਹੈ (B) ਦਰਵਾਜ਼ਾ ਖੜਕਦਾ ਹੈ
 (C) ਕਾਲਾ ਕੁੱਤਾ ਹੈ (D) ਲੱਛੂ ਉਹ ਹੈ ਖਾਂਦਾ
5. ਨਾਂਵ ਕਿੰਨੇ ਪ੍ਰਕਾਰ ਦੇ ਹੁੰਦੇ ਹਨ :
 (A) ਸੱਤ (B) ਚਾਰ (C) ਤਿੰਨ (D) ਪੰਜ
6. ਮਾਝੀ ਕਿਸ ਇਲਾਕੇ ਦੀ ਉਪ-ਭਾਸ਼ਾ ਹੈ:
 (A) ਪਟਿਆਲਾ (B) ਕਪੂਰਥਲਾ (C) ਅਮ੍ਰਿਤਸਰ (D) ਬਠਿੰਡਾ
7. 'ਮਜ਼ਦੂਰਾਂ ਨੂੰ ਸੌਦੇ, ਤਾਂ ਜੋ ਇੱਠਾਂ ਚੁਕਾਈਆਂ ਜਾਣ' ਵਾਕ ਕਿਹੜੀ ਕਿਸਮ ਦਾ ਹੈ :
 (A) ਸਾਧਾਰਨ (B) ਮਿਸ਼ਰਤ (C) ਬਿਨੈਵਾਚਕ (D) ਸੰਯੁਕਤ
8. ਸ਼ੁੱਧ ਸ਼ਬਦ ਜੋੜ ਚੁਣੋ :
 (A) ਆਵਾਜ਼ (B) ਅਵਾਜ਼ (C) ਅਵਾਜ਼ (D) ਵਾਜ਼
9. ਲਿੰਗ ਅਨੁਸਾਰ ਪੰਜਾਬੀ ਸ਼ਬਦ ਦੇ ਕਿੰਨੇ ਭੇਦ ਹੁੰਦੇ ਹਨ :
 (A) ਇੱਕ (B) ਚਾਰ (C) ਪੰਜ (D) ਦੋ
10. ਨਿਸਚੇਵਾਚਕ ਪੜਨਾਂਵ ਚੁਣੋ :
 (A) ਆਹ/ਉਹ (B) ਅਸੀਂ (C) ਤੁਸੀਂ (D) ਮੈਂ

Directions : (Q 11-14):- Mark the correct preposition, out of the four choices given below, which may be used in filling the gaps:-

Q.11 Surrender who murdered a woman.....cold blood was arrested yesterday.
 (A) with (B) in (C) at (D) upon

Q.12. India is beset.....problems.
 (A) of (B) with (C) off (D) upon

Q.13. I am suspicious his intentions.

- (A) upon (B) of (C) to (D) off

Q. 14. The robbers barged a dilapidated building last night.

- (A) into (B) to (C) of (D) at

Directions : (Q. 15-17):- Choose the correct synonym of the given word.

Q.15. Covert :-

- (A) clear (B) intense (C) secret (D) open

Q.16. Feint:-

- (A) faint (B) deception (C) to reconstruct (D) to praise somebody

Q.17. Interment :-

- (A) a funeral (B) to be mad or crazy about something
(C) to be full of pride (D) to be shy.

Directions: Q.18-20:- Choose the correct form of the phrasal verb in the given sentences.

Q.18. The organizers are laying _____ refreshments after the performance.

- (A) on (B) with (C) by (D) at

Q.19. Let us put the matter _____ the Principal.

- (A) with (B) to (C) by (D) on

Q.20 I can't make _____ why he likes Sachin so much.

- (A) with (B) about (C) out (D) off

21. Which country is the largest producer of maize?

- A) Canada B) China C) India D) USA

22. While traveling from Fazilka to Patiala, the shortest route will pass through:

- A) Moga B) Fatehgarh Sahib C) Mansa D) Barnala

23. Who built the Shahpur Kandi Fort?

- A) Ala Singh B) Bhao Singh C) Saif Khan D) Shah Jahan

24. Which of the following scheme was launched in 2005 with a 7 year scheme/yojana/mission period?

- A) Jawaharlal Nehru National Urban Renewal Mission
B) National Urban Housing and Habitat Policy
C) Rajiv Awas Yojana
D) Valmiki Ambedkar Awas Yojana

25. Who bagged Sahitya Akademi Award for 'Sunehray'?

- A) Amrita Pritam B) Bhai Vir Singh C) Gurdial Singh D) Mohan Singh

26. When did India and Pakistan sign the 'Agreement on the Prohibition of Attack against Nuclear Installations and Facilities'?

- A) January 27, 1978 B) December 31, 1988
C) January 27, 1991 D) December 31, 1998

27. In 1970, which award was conferred on Norman Borlaug who had developed semi-dwarf, high-yield, disease-resistant wheat varieties?
A) Nobel Peace Prize B) Nobel Prize in Physics
C) Nobel Prize in Chemistry D) Nobel Prize in Physiology or Medicine
28. Who presides over the joint sitting of the Lok Sabha and the Rajya Sabha?
A) The Speaker of the Lok Sabha B) The President of India
C) The Chairman of the Rajya Sabha D) The Prime Minister of India
29. Where is National Institute of Immunology situated?
A) Chandigarh B) Hyderabad C) New Delhi D) Pune
30. About what percent of 'Forest Cover' of Punjab is under 'Very Dense Forest'?
A) 0% B) 3% C) 6% D) 10%
31. Who were the two leading 20th century British architects to lay the foundation of New Delhi?
A) Albert Mayer and Edwin Lutyens
B) Edwin Lutyens and Herbert Baker
C) Herbert Baker and Matthew Nowicki
D) Matthew Nowicki and Albert Mayer
32. Where is Shamsi airbase situated?
A) Afghanistan B) Andhra Pradesh
C) Arunachal Pradesh D) Balochistan
33. When did the Kyoto Protocol enter into force?
A) 5 June 1992 B) 16 February 2005
C) 11 December 1997 D) 16 July 2007
34. India's Republic Day coincides with:
A) Australia Day B) Canada Day
C) South Korea's Independence Day D) Sri Lanka's Independence Day
35. The Thein Dam is on the river:
A) Ravi B) Beas C) Sutlej D) Jhelum
36. Area-wise which of the following is the largest National Park?
A) Hemis National Park B) Kaziranga National Park
C) Nanda Devi National Park D) Valley of Flowers National Park
37. Name the dance form which is said to be slower and more rhythmic form of Bhangra and features three generations - father, son and grandson - dancing all together.
A) Gatka B) Jhumar C) Luddi D) Sammi
38. As per provisional estimates what is population density of Punjab and Haryana?
A) 550 and 573 respectively B) 573 and 550 respectively
C) 877 and 893 respectively D) 893 and 877 respectively

39. Match List I (Person) with List II (Country)

List I

- 1-Leymah Gbowee
2-Tawakkol Karman
3-Wangari Maathai

List II

- a.Kenya
b.Liberia
c.Yemen

- A) 1-a, 2-b, 3-c B) 1-b, 2-a, 3-c C) 1-b, 2-c, 3-a D) 1-c, 2-a, 3-b

40. Match List I (Person) with List II (Sport)

List I

- 1-Arti Pradhan
2-Manjit Dua
3-Rajiv Tomar

List II

- a-Swimming
b-Table Tennis
c-Wrestling

- A) 1-a, 2-b, 3-c B) 1-b, 2-a, 3-c C) 1-a, 2-c, 3-b D) 1-c, 2-b, 3-a

41. Which of the following rational numbers has a terminating decimal expansion?

- A) $\frac{29}{2^2 5^7 7^5}$ B) $\frac{16}{15}$ C) $\frac{39}{210}$ D) $\frac{75}{512}$

42. A sweet seller has 420 kaju barfis and 130 badam barfis. These are to be stacked separately in such a way that each stack has same number of pieces, and total area of the tray covered by stacks is least. What is the maximum number of barfis in each stack?

- A) 42 B) 10 C) 13 D) none of these

43. The graph of a cubic polynomial intersects x-axis at

- A) at least 3 points B) at most 3 points C) 3 points D) none of these is true

44. The ratio of incomes of two persons is 9 : 7 and the ratio of their expenditures is 4 : 3. If each of them manages to save Rs 20 per month, then their monthly incomes are.

- A) 18, 12 B) 18, 14 C) 180, 140 D) 1800, 1400

45. The lines $x - 2y = 0$ and $3x + 4y - 20 = 0$ are

- A) Parallel B) Coinciding C) not planar D) Intersecting

46. If $p(x) = x^2 - 5x + 6$ and $q(x) = x^2 + 5x - 14$. Then HCF of $p(x)$ and $q(x)$ is:

- A) $x + 2$ B) $x + 4$ C) $x - 2$ D) $x - 4$

47. Two consecutive odd positive integers, sum of whose squares is 290, are

- A) 11, 13 B) -11, -13 C) 13, -11 D) none of these

48. The 10th term of the AP : 2, 7, 12, ... is

- A) 52 B) 47 C) 42 D) none of these

49. The 11th term from the last term of an AP : 10, 7, 4, ..., - 62 is

- A) -35 B) -26 C) -29 D) -32

50. Roots of the quadratic equation $6x^2 - x - 2 = 0$ are

- A) $\frac{2}{3}, -\frac{1}{2}$ B) $\frac{2}{3}, \frac{1}{2}$ C) $-\frac{2}{3}, -\frac{1}{2}$ D) $-\frac{2}{3}, \frac{1}{2}$

51. Find the odd one out in the coded series hc, lg, pk, to, xr

- A) lg B) pk C) to D) xr

52. For the coded series: Yvs, uro, mjpg, ifc, what could be a part of the series?

- A) roj B) rok C) vsp D) zvt

53. Find the odd one out . . 21, 29, 31, 41, 53, 61, 67, 71

- A) 21 B) 31 C) 41 D) 62

54. What should replace X in The following arrangement?

3	4	2
4	2	3
7	6	5
8	X	6

- A) 2 B) 7 C) 8 D) 9

55. What per cent is 5 of 15?

- A) $5/15 \times 100$ B) $5/15$ C) $15/5$ D) $15/5 \times 100$

56. Following statements have been recorded on relationships: K is brother of J, M is sister of K, P is brother of N, N is daughter of J, S is father of M. T is cousin of S, U is grandson of T. Who is the Uncle of P?

- A) K B) N C) S D) T

57. Which months' first date will have the same day as that of 1st April?

- A) June B) July C) August D) September

58. Out of the 375 inhabitants in a village, 217 could speak in Hindi and 158 can not speak in Hindi, If 330 can speak in Punjabi, then how many speak in both Hindi and Punjabi?

- A) 45 B) 217 C) Data inadequate D) Data inconsistent

59. In a cricket Test match, while playing against Australia, Sachin scored more runs than Sehwag, Dravid scored more runs than Dhoni, Gautam Gambhir scored more runs than Sachin and Rohit scored more runs than Dhoni. Dravid scored less runs than Sehwag. Who scored the maximum runs in the Test?

- A) Gautam Gambhir B) Rohit C) Data in adequate D) Data inconsistent

60. There are six rooms, numbered 1, 2,....6, in an office. Each room is having either a PA or a Steno in such a way that at least one room has a Steno and the rooms having Stenos are consecutively numbered. The total number of ways in which this can be done is:

- A) 6 B) 11 C) 21 D) 33

61. The technique recommended by the text to summarize an analysis of external strategic factors is called

- A) IFAS B) EFAS C) SFAS D) S.W.O.T.

62. A term which describes when strategic managers fail to perceive the significance of changing external conditions because they are partially blinded by strongly held common beliefs is called

- A) strategic paralysis B) corporate inertia
C) management indifference D) strategic myopia

63. Ford Motor Company has just announced that it will be laying off 10 percent of its manufacturing workforce, with layoff decisions based upon supervisor's evaluation of employee performance (i.e., the more poorly performing workers are to be laid off). Supervisors should be careful to avoid _____ in their judgments about employee performance if they hope to avoid charges of discrimination or wrongful discharge by disgruntled employees.
- A) projection
B) the self-serving bias
C) the self-fulfilling prophecy
D) the fundamental attribution error
64. The term that describes putting once isolated specialists together to work and compare notes in a collective product design effort is called
- A) simultaneous strategy
B) participatory planning
C) jointly-designed objectives
D) concurrent engineering
65. Moore's Law was developed in _____ as an explanation for technological discontinuity.
- A) 1968
B) 1970
C) 1975
D) 1965
66. In Christensen's book, *The Innovator's Dilemma*, managers remain with certain technologies based on
- A) return of investment
B) net present value
C) cost reduction
D) total operating expenses
67. Which one of the following best describes a conglomerate structure?
- A) Work is divided into subunits on the basis of such functions as manufacturing, marketing, finance, and human resources.
B) Most appropriate for large corporations with many product lines in several related industries, with employees acting as functional specialists attempting to gain synergy among divisional activities.
C) Most appropriate for small, entrepreneur-dominated companies with one or two product lines that operate in a small niche market, with employees acting as jack-of-all trades.
D) Most appropriate for large corporations with many product lines in several unrelated industries, with employees acting as functional specialists but with no attempt at gaining synergy among the divisions.
68. Who said that the social responsibility of business is a "fundamentally subversive doctrine" and that the one social responsibility of business is "to use its resources and engage in activities designed to increase its profits so long as it stays with the rules of the game..."?
- A) Adam Smith
B) Edward Freeman
C) Archie Carroll
D) Milton Friedman
69. The concept of the lead director originated in
- A) the United Kingdom
B) the United States
C) France
D) Sweden
70. Which of the following is NOT descriptive of interlocking directorates?
- A) Interlocking directorates occur because large firms have a large impact on other corporations.
B) Interlocking directorates are more common in small, family-owned companies.
C) Interlocking directorates are a useful method for gaining inside information.
D) Interlocking directorates provide information about an uncertain environment.

71. The chi-square test is an approximate test. The approximation is relatively good if the
- A) expected number of cases in each category is 10 or more.
 - B) expected number of cases in each category is 5 or more.
 - C) expected number of cases in each category is 3 or more.
 - D) actual number of cases in each category is 10 or more.
72. McDonald's and Starbucks have extensive operations in foreign markets. McDonald's has generally used the _____ approach while Starbucks has used the _____ approach.
- A) direct investment; franchise
 - B) franchise; foreign licensing
 - C) franchise; direct investment
 - D) foreign licensing; franchise
73. All of the following U.S. companies are owned by foreign firms except
- A) Pfizer
 - B) Ralph Lauren
 - C) Random House
 - D) Pillsbury
74. Importing regulations for the Asia-Pacific region are listed on the website for _____.
- A) Asia-Pacific Economic Cooperation
 - B) Australia New Zealand Economic Cooperation
 - C) Asia-Pacific Free Trade
 - D) World Trade
75. Zeus Industries sells satellite television systems. In the past, the company has been highly successful, and the senior management has created special perks and lavish offices for themselves. Other employees do not have access to these perks, and their facilities are non-descript. Recently, the company invested heavily in one of the many new technologies available. Employees tell senior management that this investment was the right choice, but sales keep decreasing. Some sales employees have also given incorrect information to suppliers, even though the company has held numerous intensive training sessions to keep sales personnel apprised of changes in the industry. The company has also received low customer service ratings from recent consumer surveys. These surveys indicate that customers are frustrated with the specialized technical knowledge necessary to operate their satellite systems. Which of the following best characterizes the communication problem occurring between employees and senior management?
- A) filtering
 - B) sabotage
 - C) communication apprehension
 - D) selective perception
76. An example of a high power distance country would be:
- A) Germany
 - B) Britain
 - C) United States
 - D) Mexico
77. The GLOBE is an acronym for:
- A) Global Leadership and Outstanding Behaviour Effectiveness
 - B) Global Leadership and Organisational Business Effectiveness
 - C) Global Leadership and Organisational Behaviour Effectiveness
 - D) Global Limited Organisational Behaviour Effectiveness

78. **The Group of Seven (G7) is comprised of the political leaders of:**
A) The United States, Russia, Germany, England, France, Japan, China
B) Canada, England, France, Germany, Italy, Japan and the United States
C) China, Japan, Russia, Canada, the United States, Germany, England
D) Italy, Mexico, Australia, the United States, England, Germany, Canada
79. **Following the takeover of Mannesmann by Vodafone AirTouch, which was the largest cross-border merger deal in history to that point, _____ became, for the first time, the largest recipient of FDI in Europe.**
A) Ireland B) Germany C) Italy D) Denmark
80. **MERCOSUR is a free trade area consisting of**
A) Malaysia, Philippines, Indonesia, Singapore
B) United States, Brazil, Argentina, Mexico
C) Brazil, Argentina, Uruguay, Paraguay
D) United States, Canada, Mexico
81. **It is called _____ if a payment on a transaction is to be made immediately, and the purchaser has no choice other than to buy foreign exchange for immediate delivery.**
A) Spot market exchange
B) Forward market exchange
C) Immediacy market exchange
D) Procrastination market exchange
82. **Vivek has two children in college and another one graduating from high school next year. His financial responsibility is considerable. He is worried that he might be laid off from his current job, since a new CEO known for downsizing recently joined the company. Vivek finds out about an opening in his field at a growing organization that is known for retaining and developing employees, including extensive employee training programs as well as a policy of hiring and promotion from within. Vivek tailors his resume to the requirements of the job, and drops it off in person at the human resource office. Which of the following core phases in the motivation process is not represented in this example?**
A) employee receives either rewards or punishments
B) employee searches for ways to satisfy these needs
C) employee selects goal directed behaviors
D) employee identifies needs
83. **Priyanka supervises the work of a team of relatively inexperienced design engineers who are required to develop production specifications from rough plans drawn up by the product development group. This is complicated and challenging work that requires considerable creativity and expertise in order to maximize both product quality and efficiency in the production process. Priyanka is the team leader because she has the most experience and is the most knowledgeable member of the team. The team has just been assigned a new project. The team members are unsure of how to proceed with the design. They are uncertain about their own capabilities to do the job well. Under these circumstances, the Situational Leadership[®] Model recommends that Priyanka use a _____ leadership style.**
A) participating B) delegating C) selling D) telling

84. Rahul, a supervisor, enters the company break room just in time to see a loud argument escalating between two of his subordinates, Aman and Nitin. Both men are shouting at each other, and Nitin is waving his fists at Aman. Rahul attempts to intervene, but Nitin continues to shout and wave his fists, demanding an apology from Aman. Nitin threatens: "I'll pulverize the scrawny wise guy if he doesn't apologize for that remark. Go ahead and fire me--see if I care!" Aman says that his remark was made in total innocence, and has been misinterpreted by Nitin. He insists that it would be inappropriate for him to apologize for Nitin's inability to understand his appropriate use of the English language. Under these circumstances, it would probably be most appropriate for Aman to use a(n) _____ style of conflict handling.

- A) avoiding B) forcing C) accommodating D) compromising

85. The levels of organizational culture are, in order, from least to most visible:

- A) shared assumptions, shared behaviors, cultural values, cultural symbols
 B) cultural values, cultural symbols, shared assumptions, shared behaviors
 C) shared assumptions, cultural values, shared behaviors, cultural symbols
 D) shared behaviors, shared assumptions, cultural symbols, cultural values

86. Jeffrey is a new recruit at We-Compute, Inc. He is totally confused about what transaction-processing system (TPS) does. Which of these definitions should you give him about TPS?

- A) A system that records and processes data resulting from routine business transactions.
 B) A computer system that monitors and controls ongoing physical processes such as temperature.
 C) A system that combines modern hardware and software to handle the tasks of publishing and distributing information.
 D) A system that organizes information in the form of pre-specified reports.

87. Arbor Tree Corporation has a detailed set of organizational goals and management information system that delivers timely and accurate information. Arbor Tree still has control problems, however, because its managers refuse to act on the information they receive. Arbor Tree's control process has flaws in which of the following areas?

- A) Its performance standards
 B) Its management information systems
 C) Its ability to take corrective action when necessary
 D) Its measurement systems

88. Travis is a team leader at Welldrilling.net. His team is made up of fifteen co-workers. Recently, he has noticed a tendency for some team members to participate much less than others. They seem uninterested and content to let others do the work. This is called

- A) free riding B) reduced commitment.
 C) power realignment D) the costs of coordination.

89. Mohan is a manager at Computer-Care Company. He is expected to consider the effort of each decision alternative on all parties and select the one that optimizes the satisfaction for the greatest number of people. This is an example of the
- A) utilitarian approach B) individualism approach
C) moral-justice approach D) justice approach
90. The golden rule "do unto others as they would do unto you" is
- A) an example of the utilitarian approach to ethical behavior.
B) representative of the moral-justice approach to moral decision making.
C) an example of the values that guide the individualism approach to ethical behavior.
D) an example of the justice approach to ethical behavior.
91. You are part of a group making a decision about whether it is appropriate to discontinue research on a new drug. This new drug would save lives, but it is uncertain whether you can develop it within a reasonable time frame and at a reasonable cost. Your firm has already spent a small fortune on this drug. You have gathered so much information in preparation to making the decision that you are unable to sort the good information from the superfluous data. After you have started trying to make a decision, new information comes to light that implies that the drug may be able to be synthesized much more cheaply than was previously thought. What must you try to avoid when integrating this new information?
- A) anchoring bias B) overconfidence bias
C) confirmation bias D) availability bias
92. UCPDC 500 is :
- A) Set of rules applicable to CC transactions
B) Set of rule having 500 articles.
C) Set of rules framed by ICC governing LC business globally
D) Set of universally applicable rules governing LC business in India only.
93. Alabama Airlines has three planning specialists who help division managers develop their own division plans. Serving as consultants to the divisions, the planning specialists give advice about strengths, weaknesses, opportunities, and threats. Alabama Airlines is utilizing what approach to the planning function?
- A) Centralized planning department B) Decentralized planning staff
C) Planning task force D) Centralized planning committee
94. Which of these assumptions are included in the classical model of decision making?
- A) Problems are unstructured and ill defined.
B) The decision-maker strives for conditions of certainty.
C) Criteria for evaluating alternatives are unknown.
D) The decision-maker selects the alternatives that will minimize the economic return to the organization.
95. Josh is a manager at Baseball Equipment. He is thinking about involving his subordinates in the decision making process. According to Vroom and Jago, if
- A) his subordinates typically go along with whatever Josh decides, their involvement is not that important.
B) Josh does not have good information; there is no need to involve the subordinates.
C) the subordinates do not share in the goals of the organization, Josh should let them make the decision alone.
D) the problem is ambiguous and poorly structured, there is a need for Josh to interact with his subordinates.

96. Which of these is an organization structure that divides the major functions of the organization into separate companies?
A) The diversification approach
B) The team approach
C) The network approach
D) The BCG approach
97. _____ is a type of OD intervention in which questionnaires on organizational climate and other factors are distributed among employees and the results reported back to them by a change agent.
A) Team building activities
B) Survey feedback activities
C) Intergroup activities
D) Process-consolidation activities
98. World Products is considering implementing employee ethics training programs. Some members of senior management are opposed to these programs. Their opposition is most likely based on which of the following beliefs?
A) Ethics training is almost nonexistent in today's workplace.
B) Ethics can be learned only through formal teaching programs.
C) Individual values systems are fixed at an early age.
D) Integrity cannot be taught by example.
99. Thomas recognizes that his firm is plagued by organizational politics. He is not good at playing games and instead frequently engages in defensive behaviors in order to protect himself and his interests. Thomas is frustrated because he believes that he has little control over his environment, and his environment is uncomfortable to him. He has had some success at establishing a sense of control for himself by appearing to be more or less supportive publicly while doing little or nothing privately. Which of the following behaviors is Thomas engaged in?
A) overconforming
B) stalling
C) playing dumb
D) stretching
100. You are an employee in a large organization. In this organization, there are two senior managers. The first of these managers, John, prides himself on his ability to help his subordinates understand their roles in achieving company goals. He defines clear-cut steps for his subordinates to use in completing projects, and rewards them for using proven strategies. The second manager, Alan, feels that his role should be to provide individualized consideration and intellectual stimulation. His approach encourages creative problem solving and the development of new ideas. Most of the workers believe that both leaders are well trained, but Alan's employees remark that Alan seems to have a special leadership quality that sets him apart from the other managers
- The passage implies which of the following about the effectiveness of the two managers' leadership styles?
A) Alan and John are not effective leaders, because neither helps define the vision of the organization.
B) Alan is a more effective leader than John, because he encourages creativity in his employees.
C) Alan and John are equally effective as leaders, because both employ transformational leadership styles.
D) John is a more effective leader than Alan, because he encourages his employees to use proven methods.

types of those in an organization structure that divides the major functions of an organization into separate departments?

A) The division approach
B) The team approach
C) The network approach
D) The BSC approach

is a type of OD intervention in which participants in an organization estimate and other factors are distributed among employees and the results reported back to them by a change agent.

A) Team building activities
B) Survey feedback activities
C) Intergroup activities
D) Process consultation activities

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B) Ethics can be learned only through formal training programs.
C) Ethical values systems are fixed at an early age.
D) Ethics cannot be taught by example.

Thomas recognizes that his firm is plagued by organizational politics. He is good at playing politics and instead of openly engaging in dishonest behavior in order to protect himself and his interests, Thomas is frustrated because he believes that he has lost control over his environment and his environment is uncontrollable to him. He is most likely exhibiting a sense of control for himself by appearing to be more of a supportive publicly while doing little or nothing privately.

Which of the following behaviors is most engaged in?

A) Overcommitting
B) Playing dumb
C) Avoiding
D) Denying

You are an employee in a large organization in this organization there are two senior managers. The first of these managers, John, put himself on his ability to help his subordinates understand their roles in achieving company goals. He defines clear-cut steps for his subordinates to use in completing projects, and rewards them for using proper strategies. The second manager, Alan, feels that his role should be to provide individualized consideration and intellectual stimulation. His approach encourages creative problem solving and the development of new ideas. Most of the workers believe that both leaders are well trained, but Alan's employees remark that Alan seems to have a special leadership quality that sets him apart from the other managers.

The passage implies which of the following about the effectiveness of the two managers' leadership styles?

A) Alan and John are not effective leaders because neither helps define the roles of the organization.
B) Alan is a more effective leader than John because he encourages creative problem solving.
C) Alan and John are equally effective as leaders because they support transformational leadership styles.
D) John is a more effective leader than Alan because he encourages the subordinates to use proven methods.

KEY C-3							
Q.No.	Ans	Q.No.	Ans	Q.No.	Ans	Q.No.	Ans
1	C	26	B	51	D	76	A
2	B	27	A	52	C	77	C
3	A	28	A	53	A	78	B
4	B	29	C	54	C	79	B
5	D	30	A	55	A	80	C
6	C	31	B	56	A	81	A
7	B	32	D	57	B	82	A
8	C	33	B	58	C	83	D
9	D	34	A	59	C	84	C
10	A	35	A	60	C	85	C
11	B	36	A	61	B	86	A
12	B	37	B	62	D	87	C
13	B	38	A	63	D	88	A
14	A	39	C	64	C	89	A
15	C	40	A	65	D	90	C
16	B	41	D	66	A	91	A
17	A	42	B	67	D	92	C
18	A	43	B	68	D	93	B
19	B	44	C	69	A	94	B
20	C	45	D	70	B	95	D
21	D	46	C	71	B	96	C
22	D	47	A	72	C	97	B
23	B	48	B	73	A	98	C
24	A	49	D	74	A	99	B
25	A	50	A	75	A	100	B