

HRM627 Human Resource Development

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A Mega File of Final term Quizes

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Which of the following includes in the negative pole of conscientiousness?

- Prejudiced
- Self-indulgent**
- Self-centered
- Hostility

"Tears" are a physical cue for which ego state?

- Parent
- Child**
- Adult
- Transaction

If an activity is done willingly without any payment or reward then it's called

- Extrinsic motivation
- Reinforcement
- Intrinsic motivation**
- Punishment

Which one the following is not the extrinsic value?

- Stimulation
- Universalism**
- Conformity
- Power

Which of the following communication occurs simultaneously from two or more channels?

- Verbal communication
- Interpersonal communication
- Non-verbal communication**
- All of the above

_____ is known as the greatest expert in sub-modalities.

- Aristotle
- Vroom

Richard Bandler

John Grinder

When you behave and respond with evaluative responses that are critical, judgmental, opinionated, demanding and disapproving, you are in which ego state?

Sympathetic Parent

Critical child

Natural Child

Critical Parent

_____ is a motivational approach in which an organization's financial statements are shared with all employees.

Pay for performance

Stock option program

Open book management

Employee recognition

The highest need in the hierarchy of needs is:

Safety

Esteem

Self actualization

Physiological

__ ensures human dignity through freedom of expression and an opportunity to influence things that is turn influence the individual's living.

Physical development

Social development

Spiritual development

Political development

The type of communication in which we do not recognize the humanity of other people is termed as

I-It communication

I-You communication

I-Thou communication

Nonverbal communication

Which of the following is not the type of nonverbal communication?

Kinesics

Haptics

Physical appearance

Ambushing

The person's ability to adjust his or her own behavior to the external situational factors is known as

Self management

Self monitoring

Self motivation

Self awareness

The component of an attitude that refers to an intention to behave in a certain way toward someone or something is called:

Affective component

Environmental component

Cognitive component

Behavioral component

The ability to put yourself in others shoes and to sense how others are feeling is called _____

Empathy

Self awareness

Self monitoring

Consciousness

Gestures, facial expression and body movements are all part of:

Facilitation

Encoding

Posturing

Nonverbal communication

Our attitude will be largely determined by our _____.

Knowledge

Skills

Values

Society

"Pouting" is a physical cue for which ego state?

Parent

Child

Adult

Transaction

When we show interest, understanding and fun, we are in which following state?

Parent ego state

Adapted child ego state

Adult ego state

Natural child ego state

The senses which are more commonly used to define things are:

Vision, auditory and touch ??

Taste, auditory and vision

Vision, smell and taste

Vision, auditory and smell

Which transaction can be helpful when the negative parent or child ego response is crossed with an adult response?

Complementary transaction

Crossed transaction

Ulterior transaction

Parent transaction

___ is the ability to understand and relate to another's situation and feeling.

Marginal listening

Emphatic listening

Evaluative listening

None of above

"I don't like Ali because he discriminates against women", is an example of:

Affective component

Cognitive component

Behavioral component

Environmental component

If a person focuses on completing a task, making decisions quickly and wants the information only needed to get the task done then that person has

Perceptive decisional approach

- Quick decisional approach
- Innovative decisional approach
- Judgmental decisional approach**
- The practice of having two or more people split a full time job is called
 - Job rotation
 - Job sharing**
 - Job enlargement
 - Job expansion
- Which of the following is a disadvantage of group decision making?
 - Pressure to conform**
 - Increase acceptance of a solution
 - Generate more alternatives
 - Increased legitimacy
- Which of the following transaction is judgmental?
 - Adult-Parent Transaction
 - Adult-Adult Transaction
 - Child-Child Transaction
 - Parent-Parent Transaction ???**
- A person who is anxious, emotional and touchy should possess which one of the following characteristic?
 - Positive pole of openness to experience
 - Negative pole of conscientiousness
 - Negative pole of extraversion
 - Positive pole of neuroticism**
- When someone reacts with evaluative responses then that person will be in_____
 - Adult ego state
 - Critical parent ego state**
 - Natural child ego state
 - Sympathetic parent ego stat
- _____ means that members of an organization participate in the processes of organizing and governance.
 - Organizational democracy**
 - Employee morale
 - Organization productivity
 - Economic democracy
- When the _____ is in control, people behave in a thinking, rational, calculating, factual, unemotional manner.
 - Parent ego state
 - Child ego state
 - Adult Ego State**
 - None of the given options
- “That really brightens my day” belongs to:
 - Visual Submodalities ??**
 - Auditory Submodalities
 - Kinesthetic Submodalities
 - Gustatory Submodalities
- TA stands for_____?
 - Transformational analysis
 - Translational analysis
 - Transformable analysis
 - Transactional analysis**

NLP stands for:

Neuro-Linguistic-Programming

Neuro-Language Programming

Non-Language Programming

Non-Linguistic-process

From 1985 to 2000, the number of most authoritarian countries in the world declined from:

100 to 80

65 to 10

67 to 26

30 to 5

“Personality theory has been an integral part of psychology and is concerned with evaluating models of human nature”. This statement is given by _____.

Galton

Norman

Goldberg

Hogan

Which of the following is NOT among the personality traits studied under Five Factor Model?

Extraversion

Agreeableness

Security

Emotional stability

The ability to be aware of what you’re feeling is referred to:

Self-management

Self-awareness

Self-motivation

Self monitoring

-----NOMI

If an activity is done willingly without any payment or reward then it’s called

Extrinsic motivation

Reinforcement

Intrinsic motivation

Punishment

The component of an attitude that refers to an intention to behave in a certain way toward someone or something is called:

Affective component

Environmental component

Cognitive component

Behavioral component

Hogan describes personality as a structures, dynamics, _____ and propensities inside a person.

Processes

Traits

Habits

Core values

Which type of teams are consisted of a manager and his or her employees from a particular functional area?

Self-managed teams

Functional teams

Cross functional teams
Virtual teams
“Do you see the point?” belongs to
Auditory Submodalities
Kinesthetic Submodalities
Visual Submodalities
Gustatory Submodalities
_____ refers to how we perceive and use time to define individualities and dealings.
Artifacts
Chronemics
Haptics
Proxemics

Sadia is informing her subordinates that the expense reimbursement policy for travel has been significantly modified. Sadia would be considered which of these?

Medium
Decoder
Sender
Noise
The McClelland’s theory belongs to the
Content theories
Reward theories
Process theories
Behavioral theories ??

If a person focuses on completing a task, making decisions quickly and wants the information only needed to get the task done then that person has

Perceptive decisional approach
Quick decisional approach
Innovative decisional approach
Judgmental decisional approach
According to Gottfried intrinsic motivation is inversely related to _____
Anxiety
Depression
Dissatisfaction
Frustration

Which of the following is a disadvantage of group decision making?

Pressure to conform
Increase acceptance of a solution
Generate more alternatives
Increased legitimacy
The ability to be aware of what you’re feeling is referred to:
Self-management
Self-awareness
Self-motivation
Self monitoring

The term democracy originated from Greek word “demokratia” where “demo” means:

Process
People
Power
Policy
The high-velocity industries that are probably more exposed to the impact of globalization are:

Manufacturing

Electronics

Service

Textile

When the adult ego is in control, people behave in a thinking, balanced and _____ manner.

Unemotional

Irrational

Sentimental

Unrealistic

-----AKHTAR

_____ refers to how we perceive and use time to define individualities and dealings.

Artifacts

Chronemics

Haptics

Proxemics

Which stage of group development is the one in which the group is fully functional?

Adjourning

Norming

Storming

Performing

___ ensures human dignity through freedom of expression and an opportunity to influence things that in turn influence the individual's living.

Physical development

Social development

Spiritual development

Political development

"I don't like Ali because he discriminates against women", is an example of:

Affective component

Cognitive component

Behavioral component

Environmental component

If Mr. B has a belief that "smoking is bad" and he starts avoiding Mr. C because he smokes refers to which of the following:

Affective component

Cognitive component

Behavioral component

Environmental component

Which leadership style involves the leader giving followers something they want in exchange for something the leader wants?

Transformational

Charismatic

Transactional

None of the above

Personality is:

Something that changes almost monthly

Of no interest to trainers

A key part of motivation theory

A stable set of personal characteristics that account for consistent patterns of

behavior

Our experience of the world is created by gathering information through the use of our _____ senses.

One

Five

Three

Six

The type of communication in which we do not recognize the humanity of other people is termed as

I-It communication

I-You communication

I-Thou communication

Nonverbal communication

_____ needs a working environment that gives a variety of experiences, and let him to work with others.

Follower
Employee
Extrovert
Leader

Hogan describes personality as a structures, dynamics, _____ and propensities inside a person.

Processes

Traits
Habits
Core values

People make things happen but they require a set of _____ to do so.

Values
Traditions

Circumstances

Principles

The highest need in the hierarchy of needs is:

Safety
Esteem
Self actualization

Physiological

--

Question # 1 of 15 (Start time: 09:43:56 PM) Total Marks: 1

The highest need in the hierarchy of needs is:

Select correct option:

Safety
Esteem
*** Self actualization**

Physiological

Question # 2 of 15 (Start time: 09:45:11 PM) Total Marks: 1

_____ Culture places a high value on physical appearance.

Select correct option:

Eastern

Asian

*** Western**

All of the above

Question # 3 of 15 (Start time: 09:45:33 PM) Total Marks: 1

Which management deals with different cultures in an organization?

Select correct option:

Consultative

Autocratic

*** Diversity**

Participatory

Question # 4 of 15 (Start time: 09:45:58 PM) Total Marks: 1

When we describe people using any of the terms such as quiet, passive, loud, aggressive, ambitious, extroverted, loyal, tense, or sociable, we're discussing him in terms of his_____.

Select correct option:

Physiological traits

*** Personality traits**

Physical traits

Cultural traits

Question # 5 of 15 (Start time: 09:46:30 PM) Total Marks: 1

Quality learning cannot be expected without_____.

Select correct option:

Quality outputs

*** Quality inputs**

Quality enrollment

None of the given options

Question # 6 of 15 (Start time: 09:47:12 PM) Total Marks: 1

Which of the following is a method of understanding behavior in interpersonal dynamics?

Select correct option:

Organizational democracy

Neuro- Linguistic Programming

*** Transactional analysis**

None of the given options

Question # 7 of 15 (Start time: 09:47:37 PM) Total Marks: 1

Our nervous system demands the use of _____ of our blood sugar .

Select correct option:

*** Two – thirds**

One – thirds

One – fourths

None of the given options

Question # 8 of 15 (Start time: 09:48:52 PM) Total Marks: 1

Which of the following relates to developing people and the circumstances around them?

Select correct option:

Human resource management

*** Human resource development**

Strategic human resource management

Personnel management

Question # 9 of 15 (Start time: 09:49:32 PM) Total Marks: 1

What is the Leadership Style of a Dutch Leader from the following characteristics?
Select correct option:

Show kindness or generosity without being asked
Expected to be humble and speak infrequently

Single out individuals with public praise are likely to embarrass those individuals rather than energize them.

Respect others – young or old

Question # 10 of 15 (Start time: 09:50:55 PM) Total Marks: 1
Freedom House generally uses _____ criteria for its reports.
Select correct option:

Economic growth measure

*** Standard geographic regions**

Developed and underdeveloped countries measure

High / low GNP measure

Question # 11 of 15 (Start time: 09:51:41 PM) Total Marks: 1
The National Education Policy 1998 has included many elements and strategies for improving quality at_____.
Select correct option:

Higher level

Tertiary level

*** Elementary level**

Adult Level

Question # 12 of 15 (Start time: 09:52:17 PM) Total Marks: 1

When you behave and respond with probing responses that shows curiosity, intimacy, fun, joyfulness and fantasy, you are in which ego state?

Select correct option:

Critical Parent

*** Natural Child**

Sympathetic Parent

Adult Ego

Question # 13 of 15 (Start time: 09:52:44 PM) Total Marks: 1

The power exercised by the surgeon is an example of _____.

Select correct option:

Referent power

*** Expert power**

Legitimate power

Coercive power

Question # 14 of 15 (Start time: 09:53:12 PM) Total Marks: 1

HDI stands for:

Select correct option:

Health Development Index

Health Determining Index

Human decisiveness index

*** Human Development Index**

Question # 15 of 15 (Start time: 09:54:27 PM) Total Marks: 1

Which of the following is considered a public sector model?

Select correct option:

Complete outsourcing
Partial outsourcing
Contracting overhead

None of the given options

Question # 1 of 15 (Start time: 03:12:47 PM) Total Marks: 1

Which of the following is NOT an advantage of group decision making?

Select correct option:

Increased legitimacy
Generate more alternatives
*Minority domination
Increase acceptance of a solution

Question # 2 of 15 (Start time: 03:13:30 PM) Total Marks: 1

People make things happen but they require a set of _____ to do so.

Select correct option:

Values
Traditions
* Circumstances
Principles

Question # 3 of 15 (Start time: 03:13:53 PM) Total Marks: 1

Which of the following dimension of trust deals with willingness to share ideas and information freely?

Select correct option:

Openness Not Sure
Loyalty
Consistency
Integrity

Question # 4 of 15 (Start time: 03:15:22 PM) Total Marks: 1

The modern political democracy is seemed to be under attack from factors like:

Select correct option:

Media consolidation

Commercialization of education

News uniformity

* All of the given options

Question # 5 of 15 (Start time: 03:15:46 PM) Total Marks: 1

“That really brightens my day” belongs to:

Select correct option:

* Visual Submodalities

Auditory Submodalities

Kinesthetic Submodalities

Gustatory Submodalities

Question # 6 of 15 (Start time: 03:16:54 PM) Total Marks: 1

Gestures, facial expression and body movements are all part of:

Select correct option:

Facilitation

Encoding

Posturing

*Nonverbal communication

Question # 7 of 15 (Start time: 03:17:39 PM) Total Marks: 1

When we evaluate someone on the basis of our observation of a group he or she is a part of, then it's called

Select correct option:

Halo effect

* Stereotyping

Like me effect

Self serving bias

Question # 8 of 15 (Start time: 03:18:52 PM) Total Marks: 1

From 1985 to 2000, the number of most authoritarian countries in the world declined from:

Select correct option:

100 to 80

65 to 10

* 67 to 26

30 to 5

Question # 9 of 15 (Start time: 03:20:06 PM) Total Marks: 1

The arsenal of skill you have for changing your emotional states includes all of the following EXCEPT:

Select correct option:

Physiology

Focus

Sub modalities

* Consciousness

Question # 10 of 15 (Start time: 03:21:11 PM) Total Marks: 1

Individuals high in _____ basically value affiliation and avoid conflict.

Select correct option:

Extraversion

* Agreeableness

Conscientiousness

Emotional stability

Question # 11 of 15 (Start time: 03:21:53 PM) Total Marks: 1

Which one the following is not the extrinsic value?

Select correct option:

Stimulation

* [Universalism](#)

Conformity

Power

Question # 12 of 15 (Start time: 03:22:27 PM) Total Marks: 1

The component of an attitude that is made up of the beliefs, opinions, knowledge, or information held by a person is called:

Select correct option:

Behavioral component

* [Cognitive component](#)

Affective component

Environmental component

Question # 13 of 15 (Start time: 03:22:55 PM) Total Marks: 1

“Personality theory has been an integral part of psychology and is concerned with evaluating models of human nature”. This statement is given by _____.

Select correct option:

Galton

Norman

Goldberg

* [Hogan](#)

Question # 14 of 15 (Start time: 03:23:26 PM) Total Marks: 1

Which stage of group development is characterized by close relationships and cohesiveness?

Select correct option:

Performing

* Norming

Storming

Adjourning

Question # 15 of 15 (Start time: 03:24:42 PM) Total Marks: 1

Which theory depicts that employees avoid accountability and must be pressurized to perform?

Select correct option:

Theory Y

Expectancy theory

Equity theory

* Theory X

Question # 1 of 15 (Start time: 03:29:02 PM) Total Marks: 1

Gestures, facial expression and body movements are all part of:

Select correct option:

Facilitation

Encoding

Posturing

* Nonverbal communication

Question # 2 of 15 (Start time: 03:29:23 PM) Total Marks: 1

According to Gottfried intrinsic motivation is inversely related to _____

Select correct option:

* Anxiety

Depression

Dissatisfaction

Frustration

Question # 3 of 15 (Start time: 03:29:57 PM) Total Marks: 1

TA stands for_____?

Select correct option:

Transformational analysis

Translational analysis

Transformable analysis

* Transactional analysis

Question # 4 of 15 (Start time: 03:30:40 PM) Total Marks: 1

Which type of managers take less time to make their decisions and less information in making their choices?

Select correct option:

Rational managers

Low risk taking managers

Efficient managers

* High risk taking managers

Question # 5 of 15 (Start time: 03:32:08 PM) Total Marks: 1

Our nervous system demands the use of _____ of our blood sugar .

Select correct option:

* Two – thirds

One – thirds

One – fourths

None of the given options

Question # 6 of 15 (Start time: 03:32:52 PM) Total Marks: 1

Which of the following is a type of work team that operates without a manager and is responsible for a complete work process or segment?

Select correct option:

* Self-Managed team

Functional team

Cross functional team

Virtual team

Question # 7 of 15 (Start time: 03:33:31 PM) Total Marks: 1

_____ refers to how we perceive and use time to define individualities and dealings.

Select correct option:

Artifacts

*Chronemics

Haptics

Proxemics

Question # 8 of 15 (Start time: 03:34:33 PM) Total Marks: 1

The common expression “I can’t handle this stuff” is based on which of the following sub modalities?

Select correct option:

Auditory

* Kinesthetic

Visual

Olfaction

Question # 9 of 15 (Start time: 03:34:56 PM) Total Marks: 1
The senses which are more commonly used to define things are:
Select correct option:

* Vision, auditory and touch

Taste, auditory and vision

Vision, smell and taste

Vision, auditory and smell

Question # 10 of 15 (Start time: 03:35:48 PM) Total Marks: 1
In 1990s, how many countries there were where more than 50% adults were illiterate?
Select correct option:

* Seven

Four

Six

Two

Question # 11 of 15 (Start time: 03:36:35 PM) Total Marks: 1
If an activity is done willingly without any payment or reward then it's called
Select correct option:

Extrinsic motivation

Reinforcement Not Sure

Intrinsic motivation

Punishment

Question # 12 of 15 (Start time: 03:38:00 PM) Total Marks: 1

Individuals high in _____ basically value affiliation and avoid conflict.

Select correct option:

Extraversion

* Agreeableness

Conscientiousness

Emotional stability

Question # 13 of 15 (Start time: 03:38:36 PM) Total Marks: 1

Which of the following transaction is judgmental?

Select correct option:

Adult-Parent Transaction

Adult-Adult Transaction

Child-Child Transaction

Parent-Parent Transaction

Question # 14 of 15 (Start time: 03:39:45 PM) Total Marks: 1

“I guess” is a verbal cue for which ego state?

Select correct option:

Parent

* Child

Adult

Transaction

Question # 15 of 15 (Start time: 03:40:29 PM) Total Marks: 1

Infant mortality in poor countries is _____ per 1,000 live births.

Select correct option:

85

100

* 115

150

Which of the following is NOT an advantage of group decision making?

Increased legitimacy

Generate more alternatives

Minority domination

Increase acceptance of a solution

Which of the following reaffirms commitment to the enhancement of quality of basic

education through adopting several measures?

Dakar Framework of Action for EFA
National Education Assessment System
National Education Policy
The Recife Declaration of UNESCO

A _____ occurs when the sender of the message gets the intended response from the receiver.

Complementary transaction
Uncomplementary transaction
Crossed transaction
Ultra transaction

Hogan describes personality as a structures, dynamics, _____ and propensities inside a person.

Processes
Traits
Habits
Core values

According to Gottfried intrinsic motivation is inversely related to _____

Anxiety

Depression

Dissatisfaction

Frustration

A significant part of the _____ consists of individuals who trade directly, without being part of a company.

Private sector

Public sector

Voluntary sector

Civil sector

Which of the following is a process by which we give meaning to our environment by organizing and interpreting our sensory impressions?

Locus of control

Perception

Selectivity

Self-monitoring

_____ is a branch of philosophy that deals with moral values and codes of conduct.

Politics

Esthetics

Humanities

Ethics

Way back in which century, NGO s were important in the anti-slavery movement and the movement for women's suffrage.

Mid-19th century

20th century

Mid 21st century

18th century

Which of following refers to the arena of uncoerced collective action around shared interests, purposes and values?

Public sector

Vo lu ntar y sector

Cooperative society

Civil society

The ability to put yourself in others shoes and to sense how others are feeling is called_____

Empathy

Self awareness

Self monitoring

Consciousness

Which one the following is not the extrinsic value?

Stimulation

Universalism

Conformity

Power

The Gini coefficient of different sets of people cannot be averaged to obtain the Gini coefficient of all the people in the sets if a Gini coefficient were to be calculated for each person it would always be:

Zero

>1

>0

One

Which period/century is labeled as the Century of Democracy ?

Renaissance period

19th century

20th century

21st century

The type of communication in which we do not recognize the humanity of other people is termed as

I-It communication

I-You communication

I-Thou communication
Nonverbal communication

People make things happen but they require a set of _____ to do so.

Values
Traditions
Circumstances
Principles

_____ Culture places a high value on physical appearance.

Eastern
Asian
Western
All of the above

Hogan defines personality at how many levels?

Five levels
Four levels
Two levels
Three levels

Which type of teams are consisted of a manager and his or her employees from a particular functional area?

- Self-managed teams
- Functional teams**
- Cross functional teams
- Virtual teams

_____ is a motivational approach in which an organization's financial statements are shared with all employees.

- Pay for performance
- Stock option program
- Open book management**
- Employee recognition

Which of the following requires that no one have a negative net income or wealth?

- Gini coefficient**
- Gini index
- Poverty index
- Education index

Which of the following is true for public companies?

- Public companies are part of the public sector

Public companies are part of the private sector

Public companies are not part of the public sector

Public companies are same as private companies

Degree to which people like or dislike themselves is:

Self-esteem

Self-monitoring

Locus of control

Stereotyping

Increase voice of the employees as a result of democratic principles would lead to which of the following?

Increased dysfunctional behavior in employees

Higher level of organizational commitment

Decreased employee morale

Low level of productivity

Which stage of group development is characterized by close relationships and cohesiveness?

Performing

Norming

Storming

Adjourning

An adult high school or adult school is a high school facility designed for which of the following?

Adult education

Primary education

Children education

Elementary education

In Pakistan, Provisions in primary schools particularly the rural primary schools are very

_____.

Appreciating

Fair

Good

Poor

A prestige grading, position, or rank within a group is known as which of the following?

Cohesiveness

Status

Norm

Role

When we show interest, *fun, we are in which following state?

Parent ego state
Adapted child ego state
Adult ego state
Natural child ego state

Which of the followings is the emotional or feeling part of an attitude?

Affective component
Behavioral component
Environmental component
Cognitive component

_____ is a motivational approach in which an organization's financial statements are shared with all employees.

Pay for performance
Stock option program
Open book management
Employee recognition

The modern political democracy is seemed to be under attack from factors like:

Media consolidation
Commercialization of education
News uniformity

All of the given options

Which of the following is an acceptable standard or expectation shared by group members?

Norm

Role

Group Cohesiveness

Status

When you behave with confronting responses that express rebelliousness, pouting, anger, fear, anxiety, inadequacy, procrastination and blaming others, you are in which ego state?

Natural Child

Adapted Child

Sympathetic Parent

Adult Ego

When you behave and respond with probing responses that shows curiosity, intimacy, fun, joyfulness and fantasy, you are in which ego state?

Critical Parent

Natural Child

Sympathetic Parent

Adult Ego

Which one the following is not the extrinsic value?

Stimulation

Universalism

Conformity

Power

Degree to which people like or dislike themselves is:

Self-esteem

Self-monitoring

Locus of control

Stereotyping

The component of an attitude that is made up of the beliefs, opinions, knowledge, or information held by a person is called:

Behavioral component

Cognitive component

Affective component

Environmental component

A person is considered intellectually developed when he/she is educated and _____?

Hardworking
Specialized
Intelligent
Trained

NLP stands for:

Neuro-Linguistic-Programming
Neuro-Language Programming
Non-Language Programming
Non-Linguistic-process

The component of an attitude that refers to an intention to behave in a certain way toward someone or something is called:

Affective component
Environmental component
Cognitive component
Behavioral component

Which type of communication is vocal but does not use words?

Paralanguage

Silence
Kinesics
Non-verbal

The heart of interpersonal communication is shared meanings between people. This statement is said by

Watzlawick
Jackson
Duck
Richard and McCroskey

Irfan works at an office with low-walled cubicles. There is often a lot of background noise and Irfan has trouble hearing clients on the phone. This is an example of a _____ barrier.

Semantic
Physical
Process
Personal

Personality is:

Something that changes almost monthly
Of no interest to trainers

A key part of motivation theory

A stable set of personal characteristics that account for consistent patterns of behavior

An individual who is shy and withdrawn and focuses on understanding the world is described as an:

Sensing

Introvert

Perceptive

Intuitive

The ability to put yourself in others shoes and to sense how others are feeling is called_____

Empathy

Self awareness

Self monitoring

Consciousness

I don't like Ali because he discriminates against

women , is an example of:

Affective component

Cognitive component

Behavior al co mponent

Environmental component

Our experience of the world is created by gathering information through the use of our_____ senses.

One

Five

Three

Six

Which type of managers take less time to make their decisions and less information in making their choices?

Rational mangers

Low risk tak ing managers

Efficient managers

Hig h risk taking manager s

TA stands for_____?

Transformational analysis

Translational analysis

Transformable analysis

Transactional analysis

Which transaction can be helpful when the negative parent or child ego response is crossed with an adult response?

Complementary transaction

Crossed transaction

Ultterior transaction

Parent transaction

Hogan defines personality at how many levels?

Five levels

Four levels

Two levels

Three levels

Which of the following is a process by which we give meaning to our environment by

organizing and interpreting our sensory impressions?

Locus of control

Perception

Selectivity

Self-monitoring

Which of the following occurs when the sender of the message does not get the expected response from the receiver?

Complementary transaction

Crossed transaction

Ultimator transaction

None of the given options

Which of the following includes in the negative pole of conscientiousness?

Precarious

Self-indulgent

Self-centered

Honesty

The type of communication in which we do not recognize the humanity of other people is termed as

I-It communication

I-You communication

I-Thou communication

Nonverbal communication

When the adult ego is in control, people behave in a thinking, balanced and _____ manner.

Unemotional

Irrational

Sentimental

Unrealistic

Non-compleitive skills, capabilities and competencies are the element of

Social skills

Self management

Emotional development

Emotional intelligence

"Pouting" is a physical cue for which ego state?

Parent

Child

Adult

Transaction

A person's need of self-respect, and status are the components of_____.

Safety needs

Esteem needs

Social need

Self-actualization needs

Which of the following is not the type of nonverbal communication?

Kinesics

Haptics

Physical appearance

Ambushing

When you behave and respond with probing responses

**that shows curiosity, intimacy, fun,
joyfulness and fantasy, you are in which ego state?**

Critical Parent
Natural Child
Sympathetic Parent
Adult Ego

**A workweek in which employees work longer hours per
day but fewer days per week is
called:**

Flexible workweek
Telecommuting
Compressed workweek
Job sharing

The highest need in the hierarchy of needs is:

:
Safety
Esteem
Self actualization
Physiological

**Which of the following is NOT among the personality
traits studied under Five Factor
Model?**

Extraversion

Agreeableness

Security

Emotional stability

If Mr. A has a belief that discrimination is wrong , then what will be his feeling about a person who discriminates against minorities?

Appreciates him

Like him

Does not like him

Starts fighting with him

An individual who is shy and withdrawn, and focuses on understanding the world is described as an:

Introvert

Sensing

Perceptive

Intuitive

Negative inequity is generated when an individual feels that he/ she received a reward

which is:

More than that of other people
Equal to that of others
Not sufficient for his/ her needs
Less than that of other people

From 1985 to 2000, the number of most authoritarian countries in the world declined from:

80 to 64
65 to 10
67 to 26
42 to 12

According to the Big-Five Model, which of the following is the personality dimension that explains the degree to which someone is imaginative, artistically sensitive, and intellectual?

Extraversion
Openness to experience
Conscientiousness
Emotional stability

In his research, Herzberg asked his respondents to:

Indicate when they felt exceptionally good or bad about their job

Complete a well-known satisfaction inventory

Identify hygiene factors

Indicate the level of their morale

Can you shed some light on it? is a common expression based on:

Auditory sub-modalities

Kinesthetic sub-modalities

Gustatory sub-modalities

Visual sub-modalities

A worker with perceived negative inequity is likely to change work inputs or _____.

Leave the situation

Ask for a raise

Work more hours

Come to work early

Human development index considers all of the following variables, EXCEPT:

Adult education

Life expectancy

Literacy
Standard of living

Which of the following is true about a group?

Interacting individuals who come together to achieve particular goals
Interdependent individuals who come together to achieve particular goals
Interacting and interdependent individuals who come together to achieve particular goals
Two or more interacting and interdependent individuals

Human development index of Nepal was 0.534 in 2005, published in 2007 and is:

Increasing

Decreasing
Constant
Facing change

Good Political Governance emphasizes the role of:

Accountability and Efficiency
Transparency and Effectiveness
Accountability and Transparency
Effectiveness and Efficiency

Sustainable Human Resource Development can be attained and sustained only when the people at large have access to:

- Information
- Knowledge decision making
- Empowerment and decision implementation
- All of the given options

Human Development Index (HDI) is a:

- Comparative measure
- Proportional measure
- Distributive measure
- Relativistic measure

A 7 degree on the freedom scale used in World Freedom Reports means that the country is:

- Free
- Least free
- In consideration to be freed
- Moderately free

Work teams are _____ made up of

interdependent individuals who are responsible for attainment of a goal.

Formal groups
Informal groups
Unstructured groups
Sample group

People who are low on neuroticism are:

More stable
Less stable
Unstable
None of the given options

For determining the degree of freedom, Nations are ranked on a scale of ____ on several questions.

0-4
0-5
1-4
1-10

Which of the following is a process that gives meaning to our environment by organizing and interpreting our sensory impressions?

Locus of control
Perception

Selectivity
Self-monitoring

Which of the following is not the trait of people high on Intrinsic Motivation (IM) ?

Well planned
Self determined
Self directed
Risk taker

According to Maslow, which of the following are considered to be higher-order needs?

Self-actualisation and Safety
Self-actualisation and Existence
Esteem and Relatedness
Esteem and Self-actualisation

Hertzberg's theory does not include:

Satisfiers
Hygiene factors
Equity
Job content factors

Which of the following expressions is based on kinesthetic sub-modality?

Junaid's room is in an apple-pie order
She sung so well

Ali was completely immersed to his mid-term exams
Chinese food does not magnetize his taste

When we find a student guilty of using unfair means in exam and conclude that all the students are cheaters, corresponds to:

Stereotyping
Halo effect
Attitude
Behavior

If you don't study for an exam because you don't think it will help your exam grade, this refers to which component of Expectancy theory?

Valence
Instrumentality
Expectancy
Effort

The element of motivation that is 'an internal state and makes certain outcomes attractive' is referred as:

- A drive
- An effort
- A goal
- A need

Goal setting theory states that in order to have superior motivators, goals should be:

- Specific and challenging
- General and encouraging
- So hard that they are beyond the employee's skills level
- So that they can be easily reached

Job sharing and telecommuting are two forms of _____ work schedules.

- Compressed
- Strict
- Flexible
- All of the given options

When full- time production employees work for "10-hour days" each week, their company is using _____.

Flextime
Telecommuting
Job sharing
A compressed workweek

When you behave and respond with evaluative responses that are critical, judgmental, opinionated, demanding and disapproving, you are in which ego state?

Sympathetic Parent
Critical parent
Natural Child
Critical child

When the _____ is in control, people behave in a thinking, rational, calculating, factual, unemotional manner.

Adult Ego State
Parent ego state
Child ego state
None of the given options

The verbal cue for child ego state includes all except:

- I wish
- How much**
- I want
- I don't know

Which transaction can be helpful when the negative parent or child ego response is crossed

with an adult response?

- Complementary transaction
- Crossed transactions**
- Ulterior transactions
- None of the given options

The term democracy originated from Greek word demokratia where demo means:

- People**
- Process
- Power
- Policy

That really brightens my day belongs to:

- Auditory Sub-modalities**
- Kinesthetic Sub-modalities
- Visual Sub-modalities

Gustatory Sub-modalities

Which of the following dimensions of trust deals with willingness to protect a person,

physically and emotionally?

Openness

Competence

Consistency

Loyalty

Organizational democracy requires style of management.

Participative

Autocratic

Paternalistic

Laissez-faire

_____ means that members of an organization participate in the processes of organizing and governance.

Organization productivity
Employee morale
Economic democracy
Organizational democracy

Gestures, facial expression, and body movements are all part of _____.

Facilitation
Intonation
Nonverbal communication
Posturing

_____ Transactions occur when the words seem to be coming from one ego state, but in reality they are coming from some other ego state.

Crossed

Complementary

Ult erior

Futile

Which of the following requires the listener to pay reasonably close attention to the speaker?

Marginal listening
Effective listening

Evaluative listening

Emphatic listening

The transfer and understanding of meaning is _____.

Communication

No nver bal co mmunicatio n
Organizational commu nication
Interperso nal commu nication

Which of the following is NOT true about nonverba l communication?

It is symbo lic

It is rule guided
It reflects culture

It is unintentional

Impersonal communication occurs when:

We interact spontaneously with other people

We practice other-centered communication

We treat people as objects

We interact spontaneously and practice other-centered communication

A need that is satisfied when a person is recognized by the boss for doing a good job is _____.

Safety need

Esteem need

Self-actualization need

Social need

Hertzberg suggested that performance can be improved by:

Emphasising instrumentality

Stressing higher-order needs

Adding satisfiers to people's jobs

Adding hygienics to people's jobs

Which of the following countries has "Mean Years of schooling" less than 3 years?

India

Pakistan
Bangladesh

All the given options

Which of the following is the most extensively researched trait of Big five model?

Conscientiousness

Emotional stability
Extraversion

Agreeableness

The positive pole of extraversion includes all of the following, EXCEPT:

Sociability

Assertiveness

Logical
Gregarious

Which of the following does not come under the negative pole of agreeableness?

Hostility

Warm

Disdainful

Bossy

According to the research, people seek consistency between their attitudes and _____.

Behavior

Emotions

Knowledge

Opinions

"Developing the ability to live as a member of the society or a group and contribute to it" relates to which of the following?

Physical development

Social development

Spiritual development

Political development

Which of the following is not a proposition of Personality & Intrinsic Motivation (IM) Link?

People high on conscientiousness would be high on IM

People high on Extraversion would be high on IM

People high on Agreeableness would have moderate IM

People high on Neuroticism would be high in IM

Asking someone the meaning of his statement is an example of:

Verbal aggressiveness

Rejection

Metacommunication
Insensitivity

Which of the following is the most powerful nonverbal cue?

Silence

Touch

Eye contact

Facial expression

Transactional Analysis is supported by the philosophy that:

People can change

We all have a right to be in the world and be accepted

Quality of work life can be improved

All of the given options

Which period/century is labeled as the Century of Democracy ?

Renaissance period

19th century

20th century

21st century

Which of the following power is an influence that is based on expertise, special skills, or knowledge?

Reward power

Coercive power

Legitimate power

Expert power

Which of the following power arises because of a person's desirable resources or personal traits?

Reward power

Coercive power

Referent power

Expert power

Which stage of group development is characterized by intragroup conflict?

Norming

Storming

Adjourning

Forming

Which of the following is true about a group?

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Interdependent individuals who come together to achieve particular goals

Interacting and interdependent individuals who come together to achieve particular goals

Two or more interacting and interdependent individuals

Human development index of Bangladesh was 0.551 in 2005, published in 2007 and is:

Increasing

Decreasing

Constant

Facing big change

Which of the following is NOT an aspect of Sustainable Human Development?

Empowerment

Responsiveness

Sustainability

Equity

Governance is a process of:

Decision making and decision implementing

Decision implementing and decision monitoring

Decision making and decision processing

Decision making and decision monitoring

Doing an activity or behavior voluntarily for its own sake, for the inherent satisfaction and pleasure derived from participation well defines:

Intrinsic Motivation

Extrinsic Motivation

Conscientiousness

Machiavellianism

The term Gross National Happiness was coined in:

1950

1965

1972

1985

If we activate our aerobic system with proper exercise and diet, we burn which of the following as primary fuel?

Carbohydrates

Vitamins

Fats

Proteins

Which of the following exercises do NOT maintain the increased heart rate for 20 or more minutes?

Biking

Swimming

Aerobic dancing

Yoga

Which of the following is a type of work teams that operates without a manager and is responsible for a complete work process or segment?

Self-managed Team

Functional team

Cross functional team

Virtual team

Hertzberg's theory does not include:

Satisfiers

Hygiene factors

Equity

Job content factors

When full- time product ion employees work fo r "10-hour days" each week, their company is using _____.

Flextime

Teleco mmuting

Jo b sharing

A compressed workweek

_____ is communicat ion that is vocal but does not use words.

Haptics

Paralanguage

No n ver bal

Verbal

The fact that we may receive several nonverba l messages at once, it indicates that nonverbal communication is:

Amb iguous

Distracting

Mu lti-channelled

Non-linguistic

Which of the following expressions is based on kinesthetic sub-modality?

Junaid s room is in an apple-pie order

She sung so well

Ali was completely immersed to his mid-term exams

Chinese food does not magnetize his taste

Which one of the following is t he modality of Neuro-linguistic programming?

Artifacts
Chromatics

Kinesthetic
Haptics

To feel angry at someone corresponds to:

Attitude
Behavior

Skill

The ability to manage one's own emotions and impulses is called:

Self-awareness
Self-motivation
Self-management
Self-monitoring

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Cross functional teams

Virtual teams

Human Development Index (HDI) is a:

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Proportional measure

Distributive measure

Relativistic measure

If Ayesha and Rahat both are trying to take control of the group at every meeting, it is more probable that group is in the _____ of group development .

Performing stage

Norming stage

Storming stage

Adjourning stage

A 7 degree on the freedom scale used in World Freedom Reports means that the country is:

Free

Least free

In consideration to be freed

Moderately free

In which of the following groups, appropriate behaviors are established by and directed toward organizational goals?

Formal groups

Informal group

Structured groups

Unstructured groups

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Formal groups

Informal groups

Unstructured groups
Sample group

When communication takes place between more than two people, it is known as which of the following?

Interpersonal communication

Group communication

Nonverbal communication

None of the given options

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Less stable

Unstable

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0 4

0 5

1 4

1 10

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- Strict
- Flexible**
- All of the given options

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company is using _____.

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Telecommuting

Job sharing

A compressed workweek

Personality theory has been an integral part of psychology and is concerned with evaluating models of human nature . This statement is given by _____.

Gallup

Norman

Gouldberg

Hogan

The high-velocity industries that are probably more exposed to the impact of globalization are:

Manufacturing

Electronics

Service

Textile

Infant mortality in poor countries is _____ per 1,000 live births.

- 85
- 100
- 115**
- 150

The common expression "I feel like I'm carrying this whole thing on my back" is based on which of the following sub-modalities?

- Kinesthetic**
- Visual
- Auditory
- Olfaction

Which component of attitude refers to an intention to behave in a certain way towards something or someone?

Affective component
Cognitive
Behavioral
Environmental

Which of the following is excluded from threads of corporate excellence?[/b]

Strategic orientation
Top management style
Organizational design
Corporate vision

which of the following is not an aspect of sustainable human development ?

Responsiveness
Sustainability
Equity
Empowerment

Body language and verbal intonation are important means of communication?

Nonverbal

Technical

Verbal

Impersonal

Most effective behavior, human relations and performance comes from

Parent ego state

Child ego state

Adult ego state

Either parent ego state or adult ego state

Paralanguages refers to what? In which country leaders

**are expected to be paternalistic
towards the employees**

Korea
Pakistan
Japan
America

**The parent, the child and the adult are the three states
of which of the given option?**

Attitude
Ego
FFM
Visio n

That really brightens my day belongs to:

Visual Submodalities

Auditory Submodalities
Kinesthetic Submodalities
Gustatory Submodalities

Personality theory has been an integral part of psychology and is concerned with evaluating models of human nature . This statement is given by _____.

Galton
Norman
Goldberg
Hogan

Which type of communication is vocal but does not use words?

Paralanguage
Silence
Kinesics
Non-verbal

A _____ occurs when the sender of the message gets the intended response from the receiver.

Complementary transaction

Uncomplementary transaction

Crossed transaction

Ulterior transaction

_____ is a motivational approach in which an organization's financial statements are shared with all employees.

Pay for performance

Stock option program

Open book management

Employee recognition

Our experience of the world is created by gathering information through the use of our_____ senses.

One

Five

Three

Six

Degree to which people like or dislike themselves is:

Self-esteem

Self-monitoring

Locus of control

Stereotyping

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Electronics

Service

Textile

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Functional teams

Cross functional teams

Virtual teams

Infant mortality in poor countries is _____ per 1,000 live births.

85

100

115

150

When the _____ is in control, people behave in a thinking, rational, calculating,

factual, unemotional manner.

Parent ego state

Child ego state

Adult Ego State

None of the given options

Individuals high in _____ basically value affiliation and avoid conflict.

Extraversion

Agreeableness

Conscientiousness

Emotional stability

"Pouting" is a physical cue for which ego state?

Parent

Child

Adult

Transaction

Genetics enables body's ability to burn:

Carbohydrates

Fat
Glycogen
Vitamins

_____ means that members of an organization participate in the processes of organizing and governance.

Organizational democracy
Employee morale
Organization productivity
Economic democracy

The following conversation is the example of which transaction? Stimulus: You can never trust these people Response: Exactly! Their kind is all the same

Child-Child Transaction
Adult-Adult Transaction
Parent-Parent Transaction
Parent-Child Transaction

The common expression "I can't handle this stuff" is based on which of the following submodalities?

Auditory
Kinesthetic
Visual
Olfaction

An individual who is shy and withdrawn and focuses on understanding the world is described as an:

Sensing
Introvert
Perceptive
Intuitive

In which of the following countries, 1 in every 2 adults is taking part in adult education programs.

Sweden

Canada

Libya

India

Aristotle regarded STATE as a/an:

Organism

Individual

Country

Nation

The modern political democracy is seemed to be under attack from factors like:

Media consolidation
Commercialization of education
News uniformity
All of the given options

If Mr. B has a belief that smoking is bad and he starts avoiding Mr. C because he smokes refers to which of the following:

Affective component
Cognitive component
Behavioral component
Environmental component

People make things happen but they require a set of _____ to do so.

Values

Traditions
Circumstances

Principles

Freedom House generally uses _____ criteria for its reports.

Economic growth measure

Standard geographic regions

Developed and underdeveloped countries measure

High / low GNP measure

The highest need in the hierarchy of needs is:

Safety

Esteem

Self actualization

Physiological

Which of the followings is the emotional or feeling part of an attitude?

Affective component

Behavioral component

Environmental component

Cognitive component

The happiest of the four life positions is usually which of the following?

I'm OK; you're not OK

I'm not OK; you're OK

I'm OK; you're OK

I'm not OK; you're not OK

It is estimated that between 1990 and 2030 world's population will grow by how many?

3.7 billion

2 trillion

3.7 million

7 billion

Hogan defines personality at how many levels?

Five levels

Four levels

Two levels

Three levels

The Gini coefficient is defined as a ratio with value/s
_____.

Greater than 1

Between 0 and 1

Less than zero

Equal to 1

When you behave and respond with evaluative responses that are critical, judgmental,

opinionated, demanding and disapproving, you are in which ego state?

Sympathetic Parent
Critical child
Natural Child
Critical Parent

ESL is abbreviation for which of the following?

English as a Second Language
European Student Language
Effective Secondary Language
English Study Links

The verbal cue for child ego state includes all except :

I wish
How much
I want
I don't know

Which transaction can be helpful when the negative parent or child ego response is crossed with an adult response?

Complementary transaction

Crossed transactions

Ultterior transactions

None of the given options

The term democracy originated from Greek word demokratia where demo means:

People

Process

Power

Policy

The transfer and understanding of meaning is _____.

Communication

Nonverbal communication

Organizational communication

Interpersonal communication

Which leadership style involves the leader giving followers something they want in exchange for something the leader wants?

Transformational

Charismatic

Transactional

None of the above

Which country tops the list of South Asian countries in terms of the Human Development Index?

Africa

Bangladesh
Sri Lanka
India

When we form a general intuition about a person on the basis of single characteristics it is known as

Stereotyping
Self-serving bias
Halo effect
Empathy

The heart of interpersonal communication is shared meanings between people. This statement is said by

Watzlawick
Jackson
Duck

Richard and McCroskey

Non-completive skills, capabilities and competencies are the element of

Social skills
Self management
Emotional development
Emotional intelligence

_____ can have good effect on our mental state.

Positive words
Toxic words
Caustic words
Negative words

NLP stands for:

Neuro-Linguistic-Programming
Neuro-Language Programming
Non-Language Programming
Non-Linguistic-process

I don't like Ali because he discriminates against women, is an example of:

Affective component
Cognitive component
Behavioral component
Environmental component

Which of the following communication occurs simultaneously from two or more channels?

Verbal communication
Interpersonal communication

Non-verbal communication

All of the above

When we show interest, understanding and fun, we are in which following state?

Parent ego state

Adapted child ego state

Adult ego state

Natural child ego state

c high behavioral consistency between "who they are" and "what they do"?

High self-motivators

Low self-monitors

High self-monitors

Low self-motivators

Which theory was developed by Frederick Herzberg?

Theory X/theory Y

Motivation-hygiene theory

Hierarchy of needs theory

Equity theory

Reliability, predictability, and good judgment in handling situation are related to which of the following dimension of trust?

Openness

Loyalty

Consistency

Integrity

I guess is a verbal cue for which ego state?

Select correct option: Parent

Child

Adult

Transaction

Reliability, predictability, and good judgment in handling situation are related to which of the following dimension of trust?

Openness

Loyalty

Consistency

Integrity

Which of the following dimension of trust deals with willingness to share ideas and information freely?

Openness

Loyalty

Consistency

Integrity

_____ is a group which is important due to multiplier effect they have on the development of others through families.

Skilled worker

University students
Girls and women
Unemployed youth

All of the following are characteristics of good governance, EXCEPT:

Equity

Dependability
Consensus
Participation

When the _____ is in control, people behave in a thinking, rational, calculating, factual, unemotional manner.

Parent ego state
Child ego state
Adult Ego State
None of the given options

_____ Culture places a high value on physical appearance.

Eastern
Asian
Western
All of the above

_____ is a qualitative condition and is an attempt to define quality of life.

Gross National Product
Gross National Happiness
Classical liberal economies
Human Development Index

From 1985 to 2000, the number of most authoritarian countries in the world declined from:

100 to 80
65 to 10
67 to 26

30 to 5

If an activity is done willingly without any payment or reward then it is called

Extrinsic motivation
Reinforcement
Intrinsic motivation
Punishment

Which type of managers take less time to make their

decisions and less information in making their choices?

Ratio nal mangers
Low risk tak ing managers
Efficient managers
Hig h risk taking manager s

Individuals high in _____ basically value affiliation and avoid conflict.

Extraversion
Agreeableness
Conscientiousness
Emotional stability

Which index was developed in 1990 by Indian Nobel prize winner?

Health Development Index
Hu man Development I ndex
Gro ss Enrollment Index

Life Expectancy Index

Which of the following requires that no one have a negative net income or wea lth?

Gini coefficient
Gini index
Poverty index
Education index

The common expression 'The problem is screaming at me' is based on which of the following sub modalities?

Auditory
Kinesthetic
Visual
Olfaction

Which management style deals with different cultures in an organization?

Consultative
Autocratic
Diversity
Participatory

A high Gini coefficient indicates more _____ distribution.

Perfect
Stable
Unequal
Equal

Your aerobic system encompasses:

- Heart
- Blood vessels
- Aerobic muscles
- All of the given options

The McClelland's theory belongs to the

- Content theories
- Reward theories
- Process theories
- Behavioral theories

Which of the following is a type of work team that operates without a manager and is responsible for a complete work process or segment?

- Self-Managed team
- Functional team
- Cross functional team
- Virtual team