

Gujarat Technological University

MCQ Test for Recruitment of

Assistant Professor

Name of Candidate :

Seat Number :

Date of Test :

23.04.2016

Session Time :

3 pm. to 5 pm.

Candidate Signature

[on receipt of Booklet
form invigilator]

Invigilator Signature

[on completion of exam]

1	Assertion (A): Today managers with leadership qualities and skills are preferred to managers with expertise alone. Reason (R): The major organizational changes now emphasis managing people and process			
	A	Both A and R are true and R is the correct explanation of A.	B	Both A and R are true but R is not the correct explanation of A.
	C	A is true but R is false	D	A is false but R is true.
2	Brainstorming is used by the management for:			
	A	Work allocation on the shop floor	B	Generating alternative for problem solving
	C	The promotion of research and development	D	Training employees
3	Assertion (A): MBO is effective way of planning and organising the work. Reason (R): Employees participate in setting the objectives.			
	A	Both A and R are true and R is the correct explanation of A.	B	Both A and R are true but. R is not the correct explanation of A.
	C	A is true but R is false.	D	A is false but R is true.
4	Find the odd one out:			
	A	Human relations theory	B	Informal functioning
	C	Humanistic theory	D	None of the above
5	The Human Relations Theory rejects:			
	A	Formal institutionalization	B	Informal functioning
	C	Human Motivation	D	People
6	Who wrote Management and Moral?			
	A	Taylor	B	Roethliberger
	C	Riggs	D	None of the above
7	Which pattern reflects a pure executive form of management?			
	A	Functional	B	Line
	C	Line and Staff	D	Committee
8	Which one of the following is NOT the main concern of 'Scientific Management'?			
	A	Production	B	Efficiency
	C	Mechanistic Methods	D	Rationality
9	The Greatman theory of leadership led to the rise of			
	A	The Behavioural theory of leadership	B	The Trait theory of leadership
	C	The situational theory of leadership	D	None of the above

10	The central principle which derives from McGregor's Theory is:		
	A	Directional and control	B Co-ordination
	C	Scalar Principle	D Integration
11	The famous book "The Philosophy of Management" was written by		
	A	Henery Fayol	B Oliver Sheldon
	C	F. W. Taylor	D Urwick
12	Burns and Stalker model for categorising organisations by structural design uses the terms:		
	A	Functional and geographic	B Functional and organic
	C	Geographic and mechanistic	D Mechanistic and organic.
13	Which of the following traits is not among those that differentiate leaders from non leaders?		
	A	job-relevant knowledge	B self-confidence
	C	enthusiasm	D Intelligence
14	A leader who tends to centralize authority, dictate work methods, and make unilateral decisions is a(n) _____ leader.		
	A	democratic	B laissez-faire
	C	autocratic	D democratic-consultative
15	A leader who involves employees in decision making, delegates authority, and allows the employees to have direct input into the final decision, with the leader serving as only one input from the group is using the ----- style of leadership.		
	A	democratic-participative	B laissez-faire
	C	democratic-consultative	D democratic-delegative
16	A leader who allows his employees complete freedom to make decisions and to complete work in whatever way they think is best is using which leadership style?		
	A	democratic-participative	B laissez-faire
	C	autocratic	D democratic-consultative
17	According to Tannenbaum and Schmidt, in the long run, which leadership style should managers move toward?		
	A	autocratic	B laissez-faire
	C	democratic-participative	D democratic-consultative
18	Women tend to use a more style of leadership		
	A	Autocratic	B laissez-faire
	C	Democratic	D Directive

19	The most critical dimension in determining another's trustworthiness is:			
	A	integrity	B	Loyalty
	C	competence	D	Consistency
20	As the new manager explained the recent sales trend, others began to wonder if he really knew what he was talking about. Their doubt relates to the ----- dimension of trust			
	A	integrity	B	Competence
	C	openness	D	Loyalty
21	Management is defined as :			
	A	getting things done so that demand is fulfilled	B	getting things done through other people
	C	to know what actually has been produced and which should have been	D	to work for others
22	Management is			
	A	an art	B	a science
	C	both an art and science	D	neither an art nor science
23	Administrative Management means			
	A	coordinating and communicating in the organization with the responsibility for overall operations of the enterprise .	B	coordinating the activities of sales and marketing people
	C	a body which is concerned in setting rules to run a business concern	D	none of these
24	The difference between administration and management is that			
	A	administration is largely leadership while management is essentially executive	B	management is largely determinative while administration is essentially executive
	C	management is performed at higher level of management while administration is performed at lower levels .	D	none of the above
25	The founder of scientific management was			
	A	Henri Fayol	B	F.W.Taylor
	C	Elton Mayo	D	M.P. Follett
26	Paternalism refer to			
	A	the hiring of many father-son teams of employees	B	the governing of a people in a fatherly manner
	C	a very autocratic , directive leadership pattern	D	the handicraft method of production
	The primary measure of the effectiveness of a managers is :			

27	A	the number of employees supervised	B	the total size of the organization
	C	the results obtained	D	how busy the person is
28	A study of Minzberg characterized the manager's job as :			
	A	ordered	B	Verbal
	C	routine	D	Structured
29	In comparison to top level managers , a first-line supervisor will spend more time in:			
	A	direction of subordinates	B	policy making
	C	public relations	D	long range planning
30	Which level of management would be most involved in the function of planning and organizing ?			
	A	top	B	Middle
	C	first level	D	all of these
31	The identification of objectives and the formulation of policies, procedures and methods make up the:			
	A	planning process	B	organizing process
	C	directing process	D	controlling process
32	The determination and grouping of activities, of authority, span of management etc, are involved in the function of :			
	A	planning	B	Organizing
	C	directing	D	Controlling
33	The result of the process of organising are typically represented by means of an:			
	A	organization	B	organization manual
	C	organization matrix	D	organization committee.
34	According to "Scalar Principle of Organization"			
	A	a manager can directly supervise a limited number of people	B	the line of authority must be clearly defined
	C	exceptionally complex problems are referred to higher levels of management	D	each subordinate should have one superior
35	The chief informational needs required for effective planning are:			
	A	objective, personnel and political	B	environmental, competitive and of the individual enterprise
	C	environmental, political and price levels	D	none of these
36	MBO evaluates the performance of operating units and individuals in terms of :			
	A	employee characteristics	B	employee personal traits
	C	objective work goals	D	all of these

37	Planning function of management is performed by			
	A	. top managements	B	middle management
	C	lower management	D	all of these levels.
38	The final step in long range planning is			
	A	develop and planning premises	B	control to the plans
	C	establish strategies	D	execute the plan
39	The proper sequence of MBO activities is :			
	A	implement the program , define the job ,set objectives , evaluate performance	B	evaluates performance , define the job , set objectives , implement the program
	C	set objectives , evaluate performance , implement the program	D	define the job , set objectives , evaluate performance , implement program
40	Advantage of MBO is that :			
	A	a worker's job tasks become more clarified	B	worker's may adhere rapidly to establish goals
	C	appraisals are now based on results	D	self evaluation and self control are emphasized more than before
41	Which of these is not part of the recognised challenges for modern managers?			
	A	Micro-managing the workforce	B	Managing Communications
	C	Managing Change	D	Managing the learning organisation
42	As what are key factors that reflect the situation of an organisation referred to?			
	A	Administrations	B	Processes
	C	Contingencies	D	Activities
43	To what time-frame do strategic plans relate?			
	A	Long Term	B	Medium Term
	C	Short Term	D	Unspecified time it takes to achieve an aim
44	Which is not a recognised form of business continuity planning?			
	A	Contingency Planning	B	Scenario Planning
	C	Financial Planning	D	Building Planning
45	What is the definition of a scenario in scenario planning?			
	A	An imagined sequence of future events	B	An Unpredictable event
	C	A planned for even	D	An unplanned for event

46	What is a succession plan?			
	A	Dismissing an employee for a more favourable employee	B	A formal process of planning to fill a role that will become vacant
	C	A vote of no confidence in a board member	D	The formal process of acquiring a new staff member
47	Enhancement of job satisfaction and productivity are key characteristics of which theoretical perspective of work design?			
	A	Process improvement	B	Techno-structural change model
	C	Job characteristics model	D	Socio-technical systems
48	What is a Gantt chart a type of?			
	A	Work flow design?	B	Work schedule design
	C	Work rate design	D	Work output design
49	Game theory involves:			
	A	conflict of interest situations	B	Economic order quantity
	C	linear programming	D	Waiting-line theory
50	Monto Carlo technique uses:			
	A	Simulation	B	Calculated pay-offs
	C	assigned probability	D	subjective technique
51	Linear programming technique can be applied for:			
	A	optimisation of systems	B	Minimization of cost
	C	improving human relations	D	Minimization of efforts
52	The organization chart will not show:			
	A	How the work is divided	B	the informal organization
	C	the nature of the work performed by the components	D	Chain of command
53	The statement "We desire to reduce absenteeism to 3.4% by March 15,1990" is an example of:			
	A	an objective	B	A strategy
	C	A rule	D	A policy
54	The least common,rarely feasible ,approach to developing strategy and long -rang plans is:			
	A	have top management do it	B	delegate the responsibility to subordinates
	C	use a long-range planning committee	D	use of professional staff

55	The most accurate statement regarding long-range planning is that:			
	A	strategies follow objectives	B	Execution follow control
	C	resource requirements precede program activities	D	Objectives precede planning staff
56	The removal of an unpleasant stimulus is called:			
	A	The law of effect	B	Punishment
	C	negative reinforcement	D	Positive reinforcement
57	Which regard to power and authority ,we may conclude all but which one of the following:			
	A	supervisor should never have to rely on coercive power to obtain results	B	authority is only one source of influence among many
	C	constant reliance on authority indicates a potential supervisory problem	D	group acceptance of authority is necessary for it to become useful influence
58	In terms of the three focal points of control systems, people in our society generally like-----best:			
	A	Self control	B	Centralized control
	C	Personalized control	D	None of the above
59	The strengths and weaknesses of each alternative become obvious in which step of the decision making-process:			
	A	Identifying the problem	B	Identifying the decision criteria
	C	Analyzing the alternatives	D	Implementing the alternative
60	Inventory is vital to organizations, as it represents considerable costs. Various methods have been developed to control inventory related costs. Which inventory control method minimizes ordering and holding costs, while avoiding stock-out costs?			
	A	Mathematical model	B	Liner programming
	C	JIT inventory system	D	Economic Order Quantity
61	Which model/theory of leadership does Bharti Pathak use, when she determines the effectiveness of decisions as measured by group performance/participation; quality and acceptance?			
	A	House's Path-Goal Theory	B	Fiedler's Contingency approach
	C	Hersey and Blanchard's Situational Leadership Model	D	Vroom and Yetton's Normative Decision Model
62	The bargaining power of buyers, as described by Porter, is high when:			
	A	There are only a few players in the industry	B	Their purchases form a large chunk of the sellers' total sales
	C	There are no substitutes for products being purchased	D	Products or services are critical to the buyer's business

63	Using the BCG matrix requires considering which of the following factors?			
	A	Types of risk associated with product development	B	Social and Political Factors
	C	Market shares and growth of markets in which products are selling	D	Threats that economic conditions can create in future
64	LUX makes sixteen different laundry soap products and completely dominates the laundry detergent market. Through constant changes in packaging, it is trying to influence the perception of customers that its products are unique. Which of the following generic strategies is LUX using?			
	A	Cost leadership	B	Focus
	C	Differentiation	D	Niche strategy
65	The conflict-resolution approach that corresponds with a high level of assertiveness and a low level of cooperativeness, is referred to as:			
	A	Accommodating	B	Compromising
	C	Avoiding	D	Collaborating
66	Which approach to decision-making under conditions of uncertainty believes that individual attitudes toward risk vary with events, with people and positions?			
	A	Risk Analysis	B	Risk Communication
	C	Utility theory	D	Decision Tree
67	The major disadvantage of the divisional structure is:			
	A	Requires people with general managerial capabilities	B	Dis-economics of scale
	C	Managerial Vacuum	D	None of the above
68	Power based upon identification with a person who has desirable resources or personal traits is known as:			
	A	Coercive power	B	Legitimate power
	C	Reward Power	D	Referent power
69	Management by Objectives (MBO) is a joint setting of goals and objectives by superiors and subordinates. If you were responsible for setting up an MBO program, which of the following steps would you need to complete before the others?			
	A	Establish specific goals for various departments, subunits and individuals	B	Formulate action plans
	C	Clarify organizational roles	D	Implement and maintain self control
70	Which of the following is not true regarding programmed decisions?			
	A	They are made in well-structured situations	B	They require managers to exercise discretion
	C	They are based on established policies and procedures	D	They are made mostly by lower-level managers

71	If a cricket coach calculates batting averages, what scale would be used?			
	A	Interval scale	B	Ratio scale
	C	Nominal scale	D	Ordinal scale
72	Ideally, the research participant's identity is not known to the researcher. This is called:			
	A	Anonymity	B	Confidentiality
	C	Deception	D	Desensitizing
73	Identify the term that refers to a post study interview in which all aspects of the study are revealed, reasons for the use of deception are given, and the participants' questions are answered?			
	A	Desensitizing	B	Debriefing
	C	Dehoaxing	D	Deploying
74	Which scale is the simplest form of measurement?			
	A	Interval	B	Ordinal
	C	Nominal	D	Ratio
75	A researcher is interested in studying approaches to teaching writing in schools during the 1800s. She discovers a grammar book, but there is no author or copyright date in the book. She examines the typeface in the book as well as the writing style. After investigating further, she finds a reference to the book from a teacher's diary from the 1800s. The diary also mentions an author's name. After further searching around she is able to identify the author of the book. The investigator was engaged in what process?			
	A	Sourcing	B	Positive criticism
	C	Presentism	D	Axial coding

76	A researcher studying the history of medical education finds a manuscript that purports to be from the 14 th century. Before he uses the source, he goes to three other experts who help him identify whether the manuscript is authentic or not. His authentication of the object is referred to as:			
	A	Positive criticism	B	Internal criticism
	C	Secondary criticism	D	External criticism
77	Focusing on describing or explaining data versus going beyond immediate data and making inferences is the difference between _____.			
	A	Central tendency and common tendency	B	Mutually exclusive and mutually exhaustive properties
	C	Descriptive and inferential	D	Positive skew and negative skew

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80	Which is a raw score that has been transformed into standard deviation units			
	A	z score	B	SDU score
	C	t score	D	e score
81	Non-overlapping categories or intervals are known as _____.			
	A	Inclusive	B	Exhaustive
	C	Mutually exclusive	D	Mutually exclusive and exhaustive
82	As a general rule, the _____ is the best measure of central tendency because it is more precise.			
	A	Mean	B	Median
	C	Mode	D	Range
83	A Type I error is also known as a _____.			
	A	False positive	B	False negative
	C	Double negative	D	Positive negative
84	Approximately what percentage of scores falls within one standard deviation of the mean in a normal distribution?			
	A	34%	B	68%
	C	95%	D	99%
85	A statistical test used to determine whether a correlation coefficient is statistically significant is called the _____.			
	A	One-way analysis of variance	B	t-test for independent samples
	C	Chi-square test for contingency tables	D	t-test for correlation coefficients
86	A good way to get a small standard error is to use a _____.			
	A	Repeated sampling	B	Small sample
	C	Large sample	D	Large population

87	What is the standard deviation of a sampling distribution called?			
	A	Sampling error	B	Sample error
	C	Standard error	D	Simple error
88	Which of the following is one of Spradley's types of relationships?			
	A	Strict inclusion	B	Sequence
	C	Cause-effect	D	All of the above
89	If you drew all possible samples from some population, calculated the mean for each of the samples, and constructed a line graph (showing the shape of the distribution) based on all of those means, what would you have?			
	A	A population distribution	B	A sample distribution
	C	A sampling distribution	D	A parameter distribution
90	The process of marking segments of data with symbols, descriptive words, or category names is known as _____.			
	A	Concurring	B	Coding
	C	Coloring	D	Segmenting
91	A researcher is doing a study of peer groups in middle school. She interviews 5 girls and 5 boys. She is doing a grounded theory study; hence, she decides to generate her codes as she scans through her transcriptions of her data. These codes are labeled:			
	A	A priori codes	B	Post hoc codes
	C	Inductive codes	D	Master list codes
92	When a citation includes more than ____ authors, only the surname of the first author is cited followed by et al.			
	A	3	B	4
	C	5	D	6
93	According to your text, which of the following is <u>not</u> a source of research ideas?			
	A	Everyday life	B	Practical issues
	C	Past research	D	All of the above are sources of research ideas
94	A researcher studies achievement by children in poorly funded elementary schools. She develops a model that posits parent involvement as an important variable. She believes that parent involvement has an impact on children by increasing their motivation to do school work. Thus, in her model, greater parent involvement leads to higher student motivation, which in turn creates higher student achievement. Student motivation is what kind of variable in this study?			
	A	Manipulated variable	B	Extraneous variable
	C	Confounding variable	D	Mediating or intervening variable
95	Which of the following is a function of theory?			
	A	Making predictions	B	Explaining phenomena
	C	Integrating and summarizing current knowledge	D	All of the above are important functions of theory

96	Research in which the researcher uses the qualitative paradigm for one phase and the quantitative paradigm for another phase is known as _____.			
	A	mixed model research	B	basic research
	C	mixed method research	D	action research
97	A condition or characteristic that can take on different values or categories is called ____.			
	A	a constant	B	a variable
	C	a cause-and-effect relationship	D	a descriptive relationship
98	The development of a solid <u>foundation</u> of reliable knowledge typically is built from which type of research?			
	A	basic research	B	action research
	C	evaluation research	D	orientational research
99	Research that is done to examine the findings of someone else using the "same variables but different people" is which of the following?			
	A	exploration	B	hypothesis
	C	replication	D	empiricism
100	Which form of reasoning is the process of drawing a specific conclusion from a set of premises?			
	A	rationalism	B	deductive reasoning
	C	inductive reasoning	D	probabilistic

ROUGH WORK