

**BACHELOR OF MANAGEMENT STUDIES**

**S.Y.BMS**

**SEMESTER III**

**MOTIVATION AND LEADERSHIP**

**SAMPLE QUESTIONS**

1) Motivation is \_\_\_\_\_ concept.

- a) Psychological
- b) General
- c) Self
- d) Actional

2) Motivation is derived from the word \_\_\_\_\_

- a) Motive
- b) Motivated
- D) Motion
- d) Measurement

3) Motivation = \_\_\_\_\_ \* \_\_\_\_\_.

- a) Hi, stress
- b) Valence, Expectancy
- c) Low, stress
- d) Augment, Valence

4) Motivation is a \_\_\_\_\_ and an \_\_\_\_\_ feeling of an individual.

- a) Personal, internal
- b) Personal, real
- c) Personal, external
- d) Personal, fake

5. Motivation is a \_\_\_\_\_ Process.

- a) Physical
- b) Simple
- c) Continuous
- d) Complicated

6) Motivation leads to \_\_\_\_\_ directed behaviour.

- a) Permanent

- b) Satisfaction
- c) Goal
- d) Final

7) Motivation is directly related to the level of \_\_\_\_ .

- a) Efficiency
- b) Stress
- c) Productivity
- d) Direction

8) The \_\_\_\_ value is known as valence.

- a) Organisation
- b) Opportunity
- c) Performance
- d) Anticipation

9) Motivation differse from \_\_\_\_ .

- a) Satisfaction
- b Anxiety
- c) Nausea
- d) Stress

10) Valence  $\times$  Expectancy= \_\_\_\_.

- a) Goals
- b) Disorder
- c) Motivation
- d) Direction

11) \_\_\_\_ is necessary for good industrial relations.

- a) OCD
- b) Goals
- c) Motivation
- d) OPG

12) The term \_\_\_\_ means an inducement which rouses or stimulates one to action in a desired direction.

- a) Incentive
- b. Motivation
- c) Goal
- d) Motion

13) Motivation helps in improving the image of a \_\_\_\_\_.

- a) Personality
- b) Company
- c) Attitude
- d) Confidence

14) The financial incentives are \_\_\_\_\_ in nature.

- a) Monetary
- b) Motivation
- c) Appreciation
- d) Non monetary

15) Financial incentives provide a \_\_\_\_\_ to the workers.

- a) Appraisal
- b) Award
- c) Reward
- d) Bonus

16) The management should encourage \_\_\_\_\_.

- a) Teamspirit
- b) Cognitive
- c) Action
- d) Direction

17) The word 'Leadership' has come from the word \_\_\_\_\_.

- a) Lead
- b) Action
- c) Person
- d) Personality

18) \_\_\_\_\_ is the process of influencing the behaviour of others to work willingly and enthusiastically for achieving predetermined goals.

- a) Leadership
- b) lead
- c) Leadership style
- d) Leadership behaviour

19) The essence of leadership is \_\_\_\_\_.

- a) Lead
- b) Followership
- c) Appreciation
- d) Recognition

20) A \_\_\_\_\_ trait is a trait that is observable both with and outside the context of work.

- a) General Personality
- b) Generalize
- c) Real
- d) Appraisal

21) \_\_\_\_\_ refers to being forthright in expressing demands, opinions, feelings and attitudes.

- a) Assertiveness
- b) Appraisal
- c) Generalize
- d) Directive

22) Intelligence refers to the ability to do such things as understand one's feelings, have empathy for others, and regulate one's emotions to enhance one's quality of life.

- a) Emotional
- b) Cognitive
- d) Generalize
- c) Commercial

23) \_\_\_\_\_ discovered that the most effective leaders have a high degree, of emotional intelligence.

- a) Daniel Goleman
- b) Robert Goleman
- c) Crist Goleman
- d) Philip Kotler

24) Leaders with high \_\_\_\_\_ motives have three dominant characteristics.

- a) Power
- b) Emotions
- c) Essence
- d) Attitude

25) \_\_\_\_\_ style means the behavioural pattern which a leader adopts to direct the behaviour of members in an organisation in order to achieve the goals of the organisation.

- a) Power
- b) Leadership
- c) Motivation
- d) Essence

26) The behaviour pattern exhibited by a leader while influencing the followers is called \_\_\_\_\_ style

- a) Power
- b) Motivation
- c) Leadership
- d) Essence

27) \_\_\_\_\_ is a pattern of behaviour designed to integrate organizational and personal interest in pursuit of some objectives.

- a) Power
- b) Motivation
- c) Partnership
- d) None of Above

28) When a leader induces people to work hard, by threatening them to penalize if the work is not up to the work, it is said to be a \_\_\_\_\_ leadership.

- a) Negative
- b) Positive
- c) Average
- d) Neutral

29) In \_\_\_\_\_ leadership the leader alone determines policy and make plans.

- a) Firm
- b) Autocratic
- c) Organization
- d) Burecratic

30) When the leader follows the positive motivational method, he is said to be a \_\_\_\_\_ autocrat.

- a) Benevolent
- b) Organizational
- c) Positive
- d) Partnership

31) \_\_\_\_\_ is a style of leadership where there is least intervention by the leader

- a) Autocratic
- b) Democratic leadership
- c) Free rain Style
- d) Paternalistic

32) In \_\_\_\_\_ type of leadership (also known as participative or person-oriented leadership) the entire group is involved in and accepts responsibility for goal setting and achievement.

- a) Democratic leadership
- b) Free rain style
- c) Partnership
- d) Burecratic

33) Under \_\_\_\_\_ technique, the leader assumes paternal or fatherly role.

- a) Paternalistic style
- b) Free rain style
- c) Normal
- d) Benevolent

34) \_\_\_\_\_ leaders are more concerned about their subordinates.

- a) Employee oriented
- b) Customer Oriented
- c) Consumer Oriented
- d) Staff Oriented

35) According to \_\_\_\_\_ 'leaders are born, not made'.

- a) Great man theory
- b) George Theory
- c) Theory X
- d) Theory Y

36) \_\_\_\_\_ Structure refers to the leader's behaviour in delineating the relationship between himself and members of the work group and in endeavouring to establish well defined patterns of organisation, channels of communication, and methods or procedures.

- a) Initiating
- b) Theory
- c) A & B both
- d) None of Above

37) \_\_\_\_\_ refers to behaviour indicative of friendship, mutual trust, respect, and warmth in the relationship between the leader and the members of his staff.

- a) Leadership
- b) Consideration
- c) Rejection
- d) Appreciation

- 37) The \_\_\_\_ leaders emphasized on interpersonal relations.
- a) Employee Oriented
  - b) Customer Oriented
  - c) Firm Oriented
  - d) Organisation Oriented
- 38) The \_\_\_\_ leaders tended to emphasize the technical on task aspects
- a) Customer Oriented
  - b) Sales Oriented
  - c) Production Oriented
  - d) Firm Oriented
- 39) The two dimensions of leadership is \_\_\_\_ & \_\_\_\_ have been demonstrated by R. Blake and James S. Mouton in the form of a grid.
- a) Concern of People, Concern from Production
  - b) Concern of Customers, Concern from production
  - c) Concern of Production, Concern from Department
  - d) Concern of Customer, Concern from Sales
- 40) The \_\_\_\_ theory extracts elements from the Ohio State leadership research on initiating structure and consideration and the expectancy theory of motivation.
- a) Goal
  - b) Path
  - c) Path-goal
  - d) Goal-Path
- 41) \_\_\_\_ leaders are leaders who guide or motivate their followers in the direction of established goals by clarifying role and task requirements.
- a) Transactional
  - b) Firm
  - c) Organizational
  - d) Consideration
- 42) \_\_\_\_ leaders are leaders who inspire followers to transcend their own self-interests and who are capable of having a profound and extraordinary effect on followers.
- a) Transformation
  - b) Organisational
  - c) Firm
  - d) Appreciation
- 43) \_\_\_\_ leadership involves anticipating and envisioning a viable future for the organization, and working with others to initiate changes that create such a future.

- a) Strategic
- b) Functional
- c) Organised
- d) Transformer

44) \_\_\_\_\_ leadership relates leadership to the role of top management.

- a) Strategic
- b) Functional
- c) Organised
- d) Transformer

45) \_\_\_\_\_ leadership puts greater weight on the leader's ability to think and function strategically.

- a) Strategic
- b) Functional
- c) Organised
- d) Transformer

46) \_\_\_\_\_ is a leadership trait that can help influence employees to take Early and sustained action.

- a) Strategic
- b) Charisma
- c) Systemue
- d) Charanctic

46) \_\_\_\_\_ a sociologist, was the first scholar to discuss charismatic leadership.

- A) Max Weber
- B) Jack Weber
- C) Mack Weber
- D) Bock Weber

47) \_\_\_\_\_ is a Greek word meaning "divinely inspired gift".

- A) Strategic
- B) Functional
- C) Charisma
- D) Transformer

48) \_\_\_\_\_ is a positive and compelling quality that makes many others want to be led by the person that has it.

- A) Charisma
- B) Function
- C) Strategy
- D) Systemue

49) A \_\_\_\_\_ charismatic is a leader who restrains the use of power in order to benefit others.

- A) Functional
- B) Human
- C) Socialized
- D) Naturalized

50) \_\_\_\_\_ charismatic, individuals serve primarily their own interest and so exercise few restraints on their use of power.

- A) Personalized
- B) Socialized
- C) Functional
- D) Naturalized

51) Another type of charismatic leader is the officeholder charismatic. For \_\_\_\_\_ charismatic leadership is more a property of the office occupied than of his or her personal characteristics.

- A) Officeholder
- B) Bank holder
- C) Firm holder
- D) Back office holder

52) \_\_\_\_\_ charismatics gain very high esteem through the faith others have in them.

- A) Same
- B) Personal
- C) Single
- D) Organised

53) A \_\_\_\_\_ charismatic was someone endowed with a gift of divine grace.

- A) Divine
- B) Creative
- C) Personal
- D) Team

54) \_\_\_\_\_ leaders, like creative workers of all types, are different in many ways from their less creative counterparts.

- A) Personal
- B) Team
- C) Creative
- D) Attractive

55) \_\_\_\_ roles are a subset of the managerial roles studied by Henry Mintzberg and others.

- A) Leadership
- B) Creative
- C) Mentor
- D) Guiding

56) Mintzberg and other researchers identified \_\_\_\_ roles that can be classified as part of the leadership function of management.

- A) Seven
- B) Eight
- C) Nine
- D) Ten

57) The responsibilities of \_\_\_\_ leaders include coaching, facilitating, handling disciplinary problems, reviewing team performance, training and communication.

- A) Team
- B) Leadership
- C) Self Leadership
- D) Personal

58) A \_\_\_\_ is an employee who sponsors and supports a less experienced employee.

- A) Mentor
- B) Creative
- C) Divine
- D) Leadership

59) \_\_\_\_ requires employees to apply the behavioural skills of self observation, self-set goals, management of cues, self-reward, rehearsals, rehearsals of activities prior to performance, and self-criticism.

- A) Leadership
- B) Team
- C) Divine
- D) Self-leadership

60) A leader who is honest in speech and upright in character exhibits.

- A) Patience
- B) Servanthood
- C) Integrity
- D) Divining

- 61) Which of the following has the greatest impact in your presentation.
- A) Body language
  - B) Vocal impact
  - C) Verbal impact
  - D) Writing impact
- 62) A leader should not \_\_\_\_\_
- A) Be confident
  - B) Magnify his achievement
  - C) Receive encouragement
  - D) None of above
- 63) The first step in designing your plans is \_\_\_\_\_
- A) Study your resources and limitations
  - B) Define your objectives
  - C) Design the action plans
  - D) Design your Objectives
- 64) Suggest 3 ways that you can practice share leadership with fellow Guiders.
- A) Plan together
  - B) Work together
  - C) Evaluate together
  - D) All the above
- 65) What are main elements of motivation \_\_\_\_\_
- A) Intensity
  - B) Direction
  - C) Persistence
  - D) All the above
- 66) What promotes a person to act in a certain way \_\_\_\_\_
- A) Motive
  - B) Leading
  - C) Following
  - D) Acting
- 67) Theory that differentiate leader from non leaders is called \_\_\_\_\_
- A) Trait theory
  - B) Behavioural theory
  - C) Path goal theory
  - D) Equity Theory

68) Theory that consider personality trait is called \_\_

- A) Behavioural theory
- B) Trait theory
- C) Path goal theory
- D) Equity Theory

69) To many, the word management suggests.

- A) Dynamism
- B) Risk taking
- C) Efficiency
- D) Creativity

70) According to the text, leadership is often more associated with

- A) Consistency
- B) Planning
- C) Paperwork
- D) Change

71) Which among the following is not a leadership style.

- A) Transactional leadership
- B) Transformational leadership
- C) Transmission leadership
- D) Paternalistic leadership

72) Power is \_\_

- A) A means for leaders to achieve goals
- B) Defined by leaders hopes and aspirations
- C) A goal in and of itself
- D) Not an influence on leaders goals

73) Motivation is derived from the word \_\_\_\_\_.

- A) Motive
- B) Motion
- C) Myth
- D) Most

74) \_\_\_\_\_ is a process that starts with a physiological or psychological deficiency or need that activates behaviour or a drive that is aimed at a goal or incentive.

- A) Motivation
- B) Motion
- C) Leading
- D) Guiding

- 75) Motivation leads to \_\_\_\_\_ directed behaviour.
- A) Target
  - B) Goal
  - C) Valence
  - D) Expectancy
- 76) The anticipated value is known as \_\_\_\_\_.
- A) Valence
  - B) Goal
  - C) Target
  - D) Expectancy
- 77) The perceived probability is called \_\_\_\_\_.
- A) Expectancy
  - B) Term
  - C) Goal
  - D) Direction
- 78) The term \_\_\_\_\_ means an inducement which rouses or stimulates one, to action in a desired direction.
- A) Commerce
  - B) Financial
  - C) Non-monetary
  - D) Accounting
- 79) The management scholar, \_\_\_\_\_ has developed theory Z in the early 80s.
- A) Edward Ouchi
  - B) Sam Quchi
  - C) William Ouchi
  - D) Philip Kotler
- 80) \_\_\_\_\_ represents the adoption of Japanese management practices by American companies.
- A) Theory
  - B) Commerce
  - C) Non-monetary
  - D) Accounting
- 81) Process theories focus on the' \_\_\_\_\_ of motivation.
- A) How
  - B) Theory
  - C) Commerce
  - D) Account

82) \_\_\_\_\_ theories emphasize the decision making dimension of work performance.

- A) Theory
- B) Process
- C) Commerce
- D) Management

83) \_\_\_\_\_ formulated a theory of motivation which is based on the social exchange process .

- A) J. Stacy Adams
- B) Jorge Smith
- C) William Ouchi
- D) Philip Kotler

84) \_\_\_\_\_ = Valence x Expectancy x Instrumentality.

- A) Motivation
- B) Motive
- C) Leadership
- D) Management

85) The 4-Drive Model of Employee Motivation was presented by \_\_\_\_\_ in 2002.

- A) Lawrence & Nohria
- B) John & Nohria
- C) Lawrence & John
- D) Prince & Nohria

86) There exists a definite \_\_\_\_\_ in the work and working environment between India and West.

- A) Difference
- B) Same
- C) Different
- D) Neutral

87) \_\_\_\_\_ refers to people spending sufficient time at their jobs while also spending adequate time on other pursuits, such as family, hobbies and community involvement.

- A) Work life Balance
- B) Life Balance

- C) Personal Life
- D) Professional Life

88) \_\_\_\_\_ is the degree to which an individual can simultaneously balance the emotional, behavioural and time demands of both paid work, family and personal duties.

- A) Work Life Balance
- B) Life Balance
- C) Personal Life
- D) Professional Life

89) \_\_\_\_\_ refers to behaviour indicative of friendship, mutual trust, respect, and warmth in the relationship between the leader and the members of his staff.

- A) Leadership
- B) Consideration
- C) Rejection
- D) Appreciation

90) The \_\_\_\_\_ leaders emphasized on interpersonal relations.

- A) Employee Oriented
- B) Customer Oriented
- C) Firm Oriented
- D) Sales Oriented

91. \_\_\_\_\_ is increasing Leadership rapidly:

- A) Strategy
- B) Command
- C) Control
- D) Getting others to follow

92. \_\_\_\_\_ are the approaches to the study of leadership which emphasise the personality of the leader:

- A) Contingency theories
- B) Group theories
- C) Trait theories
- D) Inspirational theories

93. Needs, setting standards and maintaining discipline, and appointing sub-leaders according to Adair's approach, called as:

- A) Work functions
- B) Task functions

- C) Individual functions
- D) Team functions

94. The Ohio State Leadership Studies revealed \_\_\_\_\_ and initiating structure as two major dimensions of leadership behaviour:

- A) Control
- B) Communication
- C) Collaboration
- D) Consideration

95. Contingency theories of leadership based upon:

- A) That there is no single style of leadership appropriate to all situations
- B) That there is a single style of leadership appropriate to all managers
- C) That there is a single style of leadership appropriate to all situations
- D) None of the above

96. An individual's motivation is dependent on:

- A) Whether path-goal relationships are clarified
- B) Expectations that increased effort to achieve an improved level of performance will be successful
- C) Their effective performance
- D) The necessary direction, guidance, training and support is provided

97) The best example of a firm following a cost-leadership business strategy is

- A) Wal-Mart
- B) Rolls Royce
- C) Mercedes Benz.
- D) Macy's

98. Which of the following is a content theory?

- A) Expectancy theory
- B) ERG Theory
- C) Equity theory
- D) Earn Theory

99. Who propounded the Need's Theory?

- A) Frederick Herzberg
- B) Alderney
- C) Abraham Harold Maslow
- D) Philip Kotler

100. Which of the following is a process theory?

- A) Achievement Motivation theory
- B) Performance - satisfaction model

C) ERG theory

D) Two factor theory