

# MGMT623 Leadership & Team Management MCQs from Past exam papers

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MGMT623 Question # 1 of 15 ( Start time: 03:41:50 PM ) Total M - 1

Which of the following is Not a means of transmitting culture within an organization?

Select correct option:

- Stories
- Aversion therapy
- Rituals
- Language

MGMT623 Question # 2 of 15 ( Start time: 03:43:16 PM ) Total M - 1

Persons who are able to influence others and who possess managerial authority are called:

Select correct option:

- Mentor
- Spokes person
- Disseminator
- Leader P91**

MGMT623 Question # 3 of 15 ( Start time: 03:44:15 PM ) Total M - 1

Which of the following is not true of charismatic leaders?

Select correct option:

- They have a vision and the ability to articulate the vision
- They have behavior that is unconventional not sured**
- They are willing to take high personal risk
- They exhibit behaviors that are consistent with their followers' behaviors

MGMT623 Question # 4 of 15 ( Start time: 03:45:40 PM ) Total M - 1

According to path-goal theory, a leader's behavior is acceptable to group members to the degree that they view it as an immediate,

Select correct option:

- Concern for people on the long term
- Source of satisfaction or as a means of future satisfaction
- Reward in return for their hard work
- Feedback about their work

MGMT623 Question # 5 of 15 ( Start time: 03:47:07 PM ) Total Marks (<http://www.vuzs.info/vuzs.info>): 1

Which of the following are two dimensions of leadership behavior identified by the University of Michigan studies?

Select correct option:

Coercion and motivation

Emotional and rational

Employee-oriented and production-oriented

**Initiating structure and consideration p27**

MGMT623 Question # 6 of 15 ( Start time: 03:48:38 PM ) Total M - 1

What are the five stages of group development?

Select correct option:

Generation, implementation, construction, production, termination

Introduction, development, production, deterioration, adjournment

Initiation, evolution, maturation, degeneration, termination

**Forming, storming, norming, performing, adjourning p165**

MGMT623 Question # 7 of 15 ( Start time: 03:49:51 PM ) Total M - 1

Which of the following power is used for personal gain?

Select correct option:

**Personal power p57**

Social power

Connection power

Organization power

MGMT623 Question # 8 of 15 ( Start time: 03:50:29 PM ) Total M - 1

Which of the following power is not included among person powers?

Select correct option:

Expert power

Charisma power

Rational power

**Legitimate power p63**

MGMT623 Question # 9 of 15 ( Start time: 03:51:24 PM ) Total M - 1

The trend toward empowering individuals and creating self-managed work teams has reduced or eliminated ?

Select correct option:

Many of the traditional control mechanisms used to monitor employees.

The problem of employee turnover.

Quality problems within organizations.

The waste of organizational resources.

MGMT623 Question # 10 of 15 ( Start time: 03:52:52 PM ) Total M - vuzs 1

Leaders always depend on their \_\_\_\_\_.

Select correct option:

Children

Friends

Relatives

**Followers p17**

MGMT623 Question # 11 of 15 ( Start time: 03:53:37 PM ) Total M - 1

Transactional leaders are leaders who guide ?

Select correct option:

And direct groups towards their goals and tasks.

And clarify the followers' goals and task requirements.

Or clarify the group's goals and roles.

Or motivate their followers in the direction of established goals by clarifying role and task requirements.

ref 33

MGMT623 Question # 12 of 15 ( Start time: 03:55:05 PM ) Total M - 1

Which of the following best describes the exemplary follower?

Select correct option:

**They are creative, risk takers and also add value in organization in any form p18**

They are just spending/passing time and also require an excessive amount of supervision

They have lack of creativity; they don't take bold decisions and not taking risk

They think about themselves, but some time play a very important role as critics

MGMT623 Question # 13 of 15 ( Start time: 03:56:32 PM ) Total M - 1

Which of the following approach treats motivation as a function of work environment?

Select correct option:

Individual differences approach

Managerial approach

**Organization approach p80**

All of the given options

MGMT623 Question # 14 of 15 ( Start time: 03:57:56 PM ) Total M - 1

The quality of a leader to foresee an organization's position is called:

Select correct option:

Mission

**Vision p83**

Goal

Objective

MGMT623 Question # 15 of 15 ( Start time: 03:59:09 PM ) Total M - 1

The most well-known theory of motivation is Abraham Maslow's \_\_\_\_\_.

Select correct option:

Theories X and Y

**Hierarchy of Needs p80**

Two-factor Theory

Motivator-Hygiene Theory

MGMT623 Question # 1 of 15 ( Start time: 05:15:29 PM ) Total M - 1

All of the following are classifications on the Myers-Briggs Type Indicator except:

Select correct option:

Extroverted/introverted

Sensing/intuitive

Perceiving/judging

**Independent/dependent p43**

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MGMT623 Question # 2 of 15 ( Start time: 05:16:36 PM ) Total M - 1

The trend toward empowering individuals and creating self-managed work teams has reduced or eliminated ?

Select correct option:

Many of the traditional control mechanisms used to monitor employees.

The problem of employee turnover.

Quality problems within organizations.

The waste of organizational resources.

MGMT623 Question # 3 of 15 ( Start time: 05:18:06 PM ) Total M - 1

Which of the following developed path-goal theory?

Select correct option:

Fielder

Blake and Mouton

Lewin

**House p31**

MGMT623 Question # 4 of 15 ( Start time: 05:19:37 PM ) Total M - 1

Which of the following are two general groupings of power?

Select correct option:

**Informational and personal not sured**

Formal and informal

Informal and legitimate

Personal and formal

MGMT623 Question # 5 of 15 ( Start time: 05:21:08 PM ) Total M - 1

Which of the following problem solving technique (<http://www.vuzs.info/>) is used in situations where group members are unable to meet face to face?

Select correct option:

Consensus

Brainstorming

Nominal group technique

**Delphi technique p128**

MGMT623 Question # 6 of 15 ( Start time: 05:22:39 PM ) Total M - 1

Fiedler proposed that a leader's style was one of two types:

Select correct option:

Concern for people and concern for production

Initiating structure or consideration

**Task oriented or relationship oriented p30**

Task oriented and initiating structure

MGMT623 Question # 7 of 15 ( Start time: 05:24:07 PM ) Total M - 1

The Fiedler model was based on the premise that a certain leadership style would be ?

Select correct option:

More effective than concern for production.

Less effective than the behavioral styles models.

More effective than the behavioral styles models.

Most effective in different types of situations.

MGMT623 Question # 8 of 15 ( Start time: 05:25:39 PM ) Total M - 1

The decision procedure that empowers a subordinate the most is:

Select correct option:

Joint decision-making

**Delegation**

Proactive consultation

Reactive consultation

MGMT623 Question # 9 of 15 ( Start time: 05:26:55 PM ) Total M - 1

Which of the following is not a recommended guideline for increasing managerial effectiveness?

Select correct option:

Limit the range of choices

Take advantage of reactive activities

Build large networks of contacts

Look for ways to reduce constraints

MGMT623 Question # 10 of 15 ( Start time: 05:28:24 PM ) Total M - 1

Fiedler believed that if the leader described the least-preferred coworker in relatively positive terms, then the respondent:

Select correct option:

Could be successful with concern for people style

Was able to gain higher efficiency in the long run

**Was primarily interested in good personal relations with coworkers P30**

Was more caring about the coworkers than the production

**Ref: If the least-preferred co-worker was described in positive terms (a high LPC score), then the**

**respondent was primarily interested in good personal relations with co-workers**

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MGMT623 Question # 11 of 15 ( Start time: 05:29:50 PM ) Total M - 1

Decisional roles include which of following three roles?

Select correct option:

Disseminating, figurehead and liaison

Monitor ,resource allocator and negotiator

Disturbance handler, monitor and entrepreneur

**Entrepreneur, disturbance handler and resource allocator p11**

MGMT623 Question # 12 of 15 ( Start time: 05:30:51 PM ) Total M - 1

Before the 20th century, which of the following was Not the exclusive domain of leadership?

Select correct option:

**Military people p23**

Royal people

Military and royal people

Common people

MGMT623 Question # 13 of 15 ( Start time: 05:31:43 PM ) Total M - 1

According to Howard Hayden all of the following are leadership core competencies EXCEPT:

Select correct option:

Creating more leaders

**Rigidity p54**

Communication

Vision

MGMT623 Question # 14 of 15 ( Start time: 05:33:06 PM ) Total M - 1

Introduction of new software in the organization is an example of which of the following?

Select correct option:

Programmed decision

Non-programmed decision

Intuitive decision

Rational decision

MGMT623 Question # 15 of 15 ( Start time: 05:34:30 PM ) Total M - 1

Leadership is best defined as \_\_\_\_\_.

Select correct option:

**The ability to influence a group in goal achievement**

Keeping order and consistency in the midst of change

Implementing the vision and strategy provided by management

Coordinating and staffing the organization and handling day-to-day problems

