

# Industrial/Organizational Psychology

Psychology · Practice Test · 25 Questions

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**1. What is defined as a set of proportions that explains or predicts how groups and individuals behave in varying organizational structures?**

- A) Organizational Culture
- B) Organizational Theory
- C) Motivation Theory
- D) Systems Theory

**2. Which principle states that each subordinate should be accountable to only one superior?**

- A) Scalar Principle
- B) Functional Principle
- C) Unity of Command
- D) Span of Control

**3. Who is known for the 'one best way' approach to management, also known as Scientific Management?**

- A) Frederick Taylor
- B) Max Weber
- C) Henri Fayol
- D) Chester Barnard

**4. What phenomenon describes individuals changing their behavior when they are aware of being observed?**

- A) Pygmalion Effect
- B) Hawthorne Effect
- C) Golem Effect
- D) Galatea Effect

**5. In Maslow's Hierarchy of Needs, which level represents the need to fulfill one's potential?**

- A) Safety Needs
- B) Esteem Needs
- C) Self-Actualization
- D) Love & Belonging

**6. Which theory suggests that job satisfaction and dissatisfaction arise from different sets of factors?**

- A) Equity Theory
- B) Expectancy Theory
- C) Two-Factor Theory
- D) Reinforcement Theory

**7. What term describes the belief that effort will lead to good performance in Vroom's VIE Theory?**

- A) Expectancy
- B) Instrumentality
- C) Valence
- D) Motivation

**8. Which leadership style involves group members in decision-making while offering guidance?**

- A) Autocratic
- B) Laissez-Faire
- C) Democratic
- D) Transactional

**9. What is the 'Galatea Effect'?**

- A) Negative expectations leading to poor performance
- B) High expectations from others improving performance
- C) The power of self-expectations on performance
- D) The tendency to overrate similar people

**10. Which phase of Lewin's Change Model involves developing ways to keep new changes in place?**

- A) Unfreezing
- B) Moving
- C) Refreezing
- D) Action Research

**11. What is meant by 'Organizational Climate'?**

- A) The company's deep-rooted DNA
- B) The 'mood' or 'atmosphere' of the workplace
- C) The organization's long-term strategy
- D) The formal reporting structure

**12. Which type of power is derived from an individual's specialized knowledge or skills?**

- A) Coercive Power
- B) Legitimate Power
- C) Expert Power
- D) Referent Power

**13. What does the 'Halo Effect' refer to in performance appraisal?**

- A) Rating everyone as average
- B) Heavily weighing recent events
- C) Overall impression influencing judgment of specific traits
- D) The tendency to be too lenient

**14. Which type of commitment is based on an employee feeling obligated to remain with the organization?**

- A) Affective Commitment
- B) Continuance Commitment
- C) Normative Commitment
- D) Rational Commitment

**15. What is the primary focus of Human Resource Development (HRD)?**

- A) Administrative compliance
- B) Enhancing employee skills and potential
- C) Managing payroll
- D) Enforcing labor laws

**16. Which training method involves a senior employee providing guidance to a junior employee?**

- A) Mentoring
- B) Job Rotation
- C) Case Studies
- D) Role-Playing

**17. What is the purpose of a 'Needs Analysis' in training?**

- A) To evaluate training costs
- B) To determine what training is needed
- C) To select the best trainer
- D) To measure employee satisfaction

**18. What does the 'Glass Cliff' phenomenon describe?**

- A) Women being promoted to precarious leadership roles
- B) The difficulty of reaching top management
- C) The gap between pay and performance
- D) Employees leaving due to low morale

**19. In team dynamics, what is 'Social Loafing'?**

- A) Increased effort in a group
- B) Exerting less effort in group work than alone
- C) A feeling of belonging to a team
- D) A conflict between two groups

**20. What is 'Groupthink'?**

- A) The tendency for groups to be more creative
- B) The desire for consensus overriding critical thinking
- C) The process of brainstorming
- D) The formation of shared mental models

**21. What is the main goal of 'Total Quality Management' (TQM)?**

- A) Reducing the number of managers
- B) Continuous improvement of quality and employee involvement
- C) Cutting costs through downsizing
- D) Improving individual performance appraisals

**22. Which conflict style is described as a 'win-win' situation?**

- A) Forcing
- B) Accommodating
- C) Avoiding
- D) Collaborating

**23. What does the 'VUCA' framework stand for?**

- A) Volatility, Uncertainty, Complexity, Ambiguity
- B) Value, Utility, Capacity, Ability
- C) Vision, Understanding, Clarity, Agility
- D) Validation, Unity, Control, Authority

**24. In Kirkpatrick's model, what does 'Level 3: Behavior' measure?**

- A) Reaction to training
- B) Knowledge retention
- C) Application of learned skills on the job
- D) Business results

**25. What is a 'Sacred Cow Hunt' in organizational change?**

- A) A strategy to hire more staff
- B) An attempt to eliminate useless practices
- C) A method to increase meeting length
- D) A plan to reduce salary costs