

Learning Sessions

20 True / False | CAIIB ABM Module B Chapter 12: Employee Behavior in Organizations (202

BP - Revision - CAIIB ABM Module B Chapter 12: Employee Behavior in Organizations (202

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20 True or False

Decide, then check the answer and reason below each statement.

Question 1

Employee behavior is shaped by four factors: Environmental, Personal, Organizational and Psychological.

TRUE

These four categories organise the entire chapter on employee behavior.

Question 2

Kurt Lewin's equation is written as $B = f(P, E)$, meaning behavior is a function of person and environment.

TRUE

This is the exact formulation of Lewin's behavioral model described in the chapter.

Question 3

Kurt Lewin's equation means behavior depends only on the person, ignoring the environment entirely.

FALSE

The equation explicitly includes both the person and the environment, not the person alone.

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Question 4

Environmental factors refer to conditions inside the office such as leadership quality and wages.

FALSE

Environmental factors refer to Economic, Social and Political conditions outside the office; wages and leadership are organizational factors.

Question 5

Organizational factors include work culture, leadership quality and growth opportunities.

TRUE

These are internal workplace conditions classified as organizational factors.

Question 6

Psychological factors include personality traits, perception and emotional intelligence.

TRUE

These are internal mental and emotional characteristics affecting behavior.

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Question 7

Intrinsic motivators are rewards like pay and bonuses that come from outside the employee.

FALSE

Pay and bonuses are extrinsic motivators; intrinsic motivators come from within, like a sense of achievement.

Question 8

Autocratic leadership involves the leader deciding alone without consulting the team.

TRUE

This is the defining feature of the autocratic leadership style.

Question 9

Democratic leadership typically builds higher engagement and stronger team ownership.

TRUE

Inviting team participation in decisions is linked to better morale and ownership.

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Question 10

Laissez-faire leadership works best for highly skilled, self-motivated teams needing minimal supervision.

TRUE

This leadership style suits teams that can operate independently toward clear goals.

Question 11

Type A personalities are described as relaxed, systematic and less prone to stress.

FALSE

These traits describe Type B personality; Type A is competitive, restless and stress-prone.

Question 12

Type B personalities are described as generally better at handling workplace pressure than Type A.

TRUE

Type B individuals are relaxed and systematic, handling pressure better than Type A.

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Question 13

Maslow's Hierarchy of Needs places Self-Actualization as the first and most basic level.

FALSE

Physiological needs are the first, most basic level; Self-Actualization is the highest level.

Question 14

Maslow's Hierarchy of Needs progresses from Physiological to Safety, Social, Esteem and Self-Actualization.

TRUE

This is the standard ascending order of Maslow's five-tier model.

Question 15

According to Maslow's model, higher-level motivators like growth strongly motivate employees even when basic job security is threatened.

FALSE

When lower-level needs are unmet, higher-level motivators barely register according to the chapter.

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Question 16

The Equal Remuneration Act, 1976 mandates equal pay for men and women doing similar work.

TRUE

This is the core provision of the Act cited for workplace diversity and inclusion.

Question 17

The Factories Act, 1948 has no provisions related to female employees.

FALSE

The Factories Act includes specific provisions for female employees alongside general work-hour and safety regulations.

Question 18

CAIIB ABM employee behavior is covered under Module B, Chapter 12 of the ABM paper.

TRUE

This is the specific module and chapter location stated for the topic.

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Question 19

The chapter suggests one single leadership style is always best regardless of the situation.

FALSE

The chapter states the best managers switch leadership styles to match the situation and team maturity.

Question 20

Extrinsic motivators include pay, bonuses, promotions and public recognition.

TRUE

These external rewards are explicitly listed as extrinsic motivators in the chapter.

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