

# NABARD Grade A Previous Year Paper for 2021

NABARD Grade A Phase 1  
Previous Year Questions



### **Decision Making: 2021: (Q.91 to Q.100)**

**Q.91) Which is a structured method of group decision making which allows a rich generation of original ideas, behavioural participation of all members which reduces interaction of members at some point of the stage ?**

- (a) Delphi
- (b) Brainstorming
- (c) Nominal Group
- (d) Fish bowling
- (e) Consensus mapping

**Answer – (c)**

**Explanation -**

Nominal Group Technique gathers information by asking individuals to respond to questions posed by a moderator, and then asking participants to prioritize the ideas or suggestions of all group members.

**Q.92) With a view to improve the process and outcomes of future decisions decision makers generally assess both outcome of a decision and process by which the decision has reached after –**

- (a) Analysing alternative course
- (b) Decision has been made and implemented
- (c) Evaluating alternative course of action
- (d) Identifying alternative course of action
- (e) Defining and understanding the problem

**Answer – (c)**

**Explanation -**

Rational decision-making processes consist of a sequence of steps designed to rationally develop a desired solution.

The steps are as follows:

1. Identifying a problem or opportunity
2. Gathering information
3. Analysing the situation
4. Developing options
5. Evaluating options
6. Selecting a preferred alternative
7. Acting on the decision

**Q.93) Managers sometimes make decisions based on skills, knowledge & training. Such decisions are known as-**

- (a) Value ethics based decisions
- (b) Experience based decisions
- (c) Sub-conscious mental processing
- (d) Cognitive based decisions
- (e) Environment based decisions

**Answer – (d)**

**Explanation -**

This question can also be done using common sense and elimination method.

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Cognitive decision making aims specifically at information processing, conceptual resources, perceptual skill, language learning, and other aspects related to the development of the brain.

**Q.94) Which of the following is an individual level factor that can affect process of decision making in an organisation?**

- (a) Personal values
- (b) Economic Conditions
- (c) Organisational politics
- (d) Organisational policies
- (e) Government legislation

**Answer – (a)**

**Explanation -**

All of the options except for option A are not factors at the individual level. Personal values greatly influence decision-making because they are deeply ingrained and impact our actions and behavior. Altruistic values have a positive effect on ethical decision-making, while self-enhancement values have a negative effect.

**Q.95) Method of determining the root cause of the problem uses Boolean logic to determine cause of the problem in any undesirable event which involves a diagram that looks like a tree where all causes are written down as branches-**

- (a) Fault tree analysis
- (b) Failure mode and effect analysis
- (c) Eight D problem analysis
- (d) Fishbone diagram
- (e) Five Whys analysis

**Answer – (a)**

**Explanation -**

A fault tree is a diagram that displays the possible causes of a problem and how likely each cause is. The two main logic gates used in fault tree analysis are the AND Gate and the OR Gate.

**Q.96) When a decision making wrongly comprises of two situations because of perceived similarity or evaluates an event without comparing it to the similar situations, the tendency is known as –**

- (a) Overconfidence bias
- (b) Confirmation bias
- (c) Time sight bias
- (d) Availability bias
- (e) Representative bias

**Answer – (e)**

**Explanation -**

The representativeness heuristic is when we judge how likely something is based on how much it resembles a familiar situation. It's a mental shortcut that helps us make quick and easy decisions.

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**Q.97) Which decision making theory was put forward, based on how the game of chess is played, and an individual's relationship with uncertainty?**

- (a) Rational
- (b) Prospect
- (c) Bounded rationality
- (d) Intuitive
- (e) Predispositioning

**Answer – (e)**

**Explanation -**

Predispositioning theory was founded by Aron Katsenelinboigen, a professor in the Wharton School who dealt with indeterministic systems such as chess, business, economics, and other fields of knowledge and also made an essential step forward in elaboration of styles and methods of decision-making.

**Q.98) Decision making technique useful in motivating participation in group decisions and which encourages all members to contribute at an individual level before being influenced by anyone else thereby leading to wide variety of ideas-**

- (a) Cost benefit analysis
- (b) Step ladder technique
- (c) Simulation training
- (d) Star bursting
- (e) Heuristic method

**Answer – (b)**

**Explanation -**

The stepladder technique is a structured procedure that facilitates effective group decision making. The goal is to ensure that the thoughts and ideas of all members are made available to the group so that they can be considered while the group is reaching a decision.

**Q.99) Tendency to maintain things as they are even when that may be significantly less than the optimal is termed as -**

- (a) Sunk cost trap
- (b) Prudence trap
- (c) Anchoring trap
- (d) Loss aversion trap
- (e) Status quo trap

**Answer – (e)**

**Explanation -**

The status quo bias describes our preference for the current state of affairs; resulting in resistance to change.

**Q.100) Leadership style where leader uses knowledge and past experience to reach a decision without seeking information from others-**

- (a) Directive Decision making style
  - (b) Delegating Decision making style
  - (c) Facilitative Decision-making style
  - (d) Conceptual Decision-making style
  - (e) Analytical Decision-making style
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**Answer – (a)**

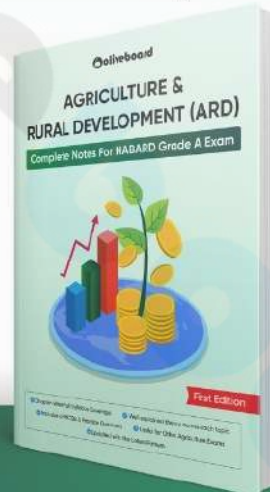
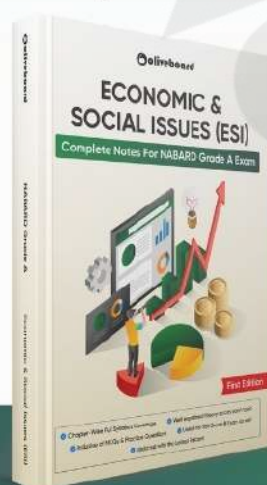
**Explanation -**

Since the question mentions 'without seeking information from others', so options B and C are out rightly eliminated. In analytical decision making style, decision maker examines much information before taking action and does not rely solely on knowledge and past experience. So, option E is also eliminated. Option D is also eliminated because leaders with this style evaluate different options and possibilities with a high tolerance to ambiguity.






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