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**Gandhi Institute of Engineering and Technology University, Odisha, Gunupur
(GIET University)**

B.B.A. (Second Semester - Regular) Examinations, May - 2026

25CC201 – Human Behaviour and Organization



Time: 2 hrs

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A**(2 x 10 = 20 Marks)**

Q.1. Answer ALL questions	CO #	Blooms Level
a. Differentiate between Feudal Model and Human Values Model in Organizational Behaviour.	CO1	K2
b. State the core significance of Organizational Behaviour.	CO1	K1
c. Differentiate between Classical Conditioning and Behaviourism.	CO2	K2
d. Name any two major models of personality.	CO2	K1
e. List the components of attitude.	CO2	K1
f. Differentiate between Halo Effect and Horn Effect.	CO2	K2
g. List all stages of group development.	CO3	K1
h. List the four dimensions of Transformational Leadership.	CO4	K1
i. Define the Managerial Grid Model of Leadership.	CO4	K1
j. List the bases of power in organizations.	CO4	K1

PART – B**(8 x 5 = 40 Marks)**

<u>Answer all the questions</u>	Marks	CO #	Blooms Level
2.a. Explain the contributing disciplines of Organizational Behaviour with suitable examples.	8	CO1	K2
(OR)			
b. Discuss the factors influencing Organizational Behaviour.	8	CO1	K2
3.a. Discuss the theories of learning in Organizational Behaviour.	8	CO2	K2
(OR)			
b. Evaluate contemporary motivation theories.	8	CO2	K4
4.a. Define Groupthink and Group Shift. Explain their causes, consequences, and suggest measures to overcome them in organizational decision-making	8	CO3	K4
(OR)			
b. Differentiate between Groups and Teams. Explain any four types of teams and their importance in organizations.	8	CO3	K3
5.a. Design strategies for creating organizational culture and explain the role of employees in sustaining it.	8	CO5	K4
(OR)			
b. Explain the Great Man Theory of Leadership.	4	CO4	K2
c. Explain Behavioural Theories of Leadership.	4	CO4	K2
6.a. IBM operates with global teams working across different time zones. While diversity improves innovation, it also leads to communication gaps, group conflicts, and issues like groupthink. The company is focusing on building effective teams and reducing conflict.	8	CO6	K3, K4

Questions:

1. Explain the stages of group development in the context of IBM teams.
2. Discuss the causes and effects of groupthink and group shift.
3. Analyze the sources of conflict and suggest conflict management strategies.
4. Recommend methods to develop effective e-teams in IBM.

(OR)

b. **Case Study Question (8 Marks):**

8 CO6 K2,
K3,
K4

Tata Group is known for its strong ethical values and leadership legacy. Leaders like Ratan Tata have emphasized trust, employee welfare, and social responsibility. However, in a global environment, Tata faces challenges in managing cross-cultural teams and sustaining its organizational culture.

Questions:

1. Explain the leadership style followed by Tata Group using trait and behavioral theories.
2. Discuss the importance of organizational culture and its impact on employee behaviour.
3. Analyze the role of power and leadership in maintaining ethical practices.
4. Suggest strategies for managing cross-cultural teams and reducing workplace stress.

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