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Total Number of Pages : 02

MBA  
15MNG106

1<sup>st</sup> Semester Regular/Back Examination 2017-18  
ORGANIZATIONAL BEHAVIOUR

BRANCH : MBA

Time : 3 Hours

Max Marks : 100

Q.CODE : B1204

Answer Question No.1 and 2 which are compulsory and any four from the rest.  
The figures in the right hand margin indicate marks.

**Q1 Answer the following questions: (2x10)**

- a) A study of human behavior in organizational settings is \_\_\_\_\_  
a. Individual behavior b. Group behavior c. Organizational behavior d. None of these
- b) Organization Behavior is \_\_\_\_\_  
a. An interdisciplinary approach b. A humanistic approach  
c. Total system approach d. All of these
- c) Sathish has a low absenteeism rate. He takes responsibility for his health and has good health habits. He is likely to have a(an):  
a. Internal locus of control b. External locus of control  
c. Core locus of control d. High emotional stability level
- d) In Maslow's hierarchy needs which of the following pair of needs is ranked as "lower order needs"?  
a. Physiological and safety needs b. Physiological and social need  
c. Self actualization and safety needs d. Social and esteem needs
- e) Which behavioural science discipline is most focused on understanding individual behaviour?  
a. Sociology b. social psychology c. Psychology d. anthropology
- f) A learned pre-disposition to respond in a consistently favourable or unfavourable manner with respect to a given object  
a. Perception b. Attitude c. Behavior d. personality
- g) Basis of "Custodial Model of OB is \_\_\_\_\_  
a. Economic resources b. Power c. Leadership d. Partnership
- h) Person-Job fit" means \_\_\_\_\_  
a. Persons physical fitness match with the job  
b. Persons skills match with the job  
c. Persons contributions match with the incentives offered by the organization  
d. Persons education match with the job
- i) As per Stimulus-Response Model, input for behaviour process is \_\_\_\_\_  
a. Drive b. Organism c. Stimuli d. Response
- j) Free rein leadership is also known as  
a. Democratic b. Autocratic c. Laissez-Faire d. Bureaucratic

**Q2 Answer the following questions: (2×10)**

- a) What do you mean by individual differences and what is its importance in understanding behaviour
- b) What are teams ?
- c) What are the differences between content and process theories of motivation ?
- d) Is pay a motivator or hygiene factor, Justify
- e) What do you mean by group dynamics
- f) Bring out differences between a leader and a manager ?
- g) Individual behavior vrs Organisational behavior, Comment
- h) Define attitude.
- i) What are perceptual errors ? Name any two
- j) What do you mean by organizational culture

**Q3 Compare and contrast Maslow's need hierarchy theory and Herzberg's two factor theory. (15)**

**Q4 What is perception ? Explain the factors influencing the perceptual process (15)**

**Q5 Explain why people tend to form groups ? Is it not possible to survive without forming groups. Explain various stages of group formation. (15)**

**Q6 What is personality ? what are its major determinants ? Explain the Big 5 model. (15)**

**Q7 In Vroom's model , what are valence, expectancy and instrumentality ? How do these variables relate to one another and to work motivation. (15)**

**Q8 Why is leadership so important in organizations today ? Explain different types of leadership. (15)**