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Total Number of Pages : 2

AR-17

B.Tech

B.TECH 5th SEMESTER EXAMINATIONS, NOV/DEC 2019**BMSHS5062 ORGANIZATIONAL BEHAVIOR**

Common to AEIE,CIVIL,ECE,EE,EEE

Time : 3 Hours

Maximum : 100 Marks

Answer ALL Questions

The figures in the right hand margin indicate marks.

PART – A: (Multiple Choice Questions) (10 x 2=20 Marks)**Q.1. Answer All Questions**

- a The attitude based on Beliefs, opinion, Knowledge, or information about the particular event which the employee possesses is under _____ component of Attitude. CO1PO1
 a) Behavioral b) Cognitive c) Affective d) Positive
- b Which of the following is not an example of Content Theory? CO1PO1
 a) Maslow Theory b) Herzberg's Theory c) Expectancy theory d) Alderfer's ERG theory
- c Meso organization behavior is related with CO1PO1
 a) Individual behavior b) Group behavior c) Organizational behavior d) None of these
- d "Leadership motivates the people to work and not the power of money", this concept is related to a) Autocratic model b) Custodial model c) Supportive Model d) Collegial Model CO2PO1
- e Concerning organizational cultures, CO2PO1
 a) a strong culture is a more productive environment
 b) a weak culture is a more productive environment
 c) the specific culture that contributes to positive effectiveness is well known
 d) the stronger the culture, the more influential it is on employee behavior
- f The Hawthorne studies are of utmost significance as they form an honest and concerted attempt to understand: CO3PO1
 (a) The human factor
 (b) Employee attitudes
 (c) The workers social situations
 (d) All of the above
- g At the norming stage, the team is involved in defining CO3PO1
 (a) Goals (b) Roles (c) Relations (d) All of the above
- h According to psychologist Kurt Lewin, which of the following is not a stage in the change process? CO3PO1
 a) Unfreezing. b) mediating c). changing d) refreezing
- i A change agents role is to: CO4PO1
 a) act as a catalyst for change. b) steer a change initiative through to completion.
 c) The barrier of inefficiency. d) both the first and second answers
- j Going beyond the surface changes to transform the underlying assumptions and values governing organization's behaviors is the study of which of the following discipline? CO4PO1
 Select correct option:
 a) Organizational behavior b) Organizational development c) Organizational configuration
 d) Non of the above

**PART – B: (Short Answer Questions)****(10 x 2 = 20 Marks)****Q.2. Answer ALL questions**

- | | | |
|---|---|--------|
| a | What are the disciplines contributing for OB? | CO1PO1 |
| b | What is the importance & scope of OB? | CO1PO1 |
| c | What are the determinants of personality? | CO1PO1 |
| d | Define Attitude | CO2PO2 |
| e | What are the stages of group development? | CO2PO1 |
| f | Define leadership | CO3PO2 |
| g | What is Laissez-faire? | CO3PO1 |
| h | How do employees learn culture? | CO4PO1 |
| i | What is organizational change & causes of change? | CO4PO1 |
| j | Give two examples of learning organization? | CO4PO1 |

PART – C: (Long Answer Questions) 4X15=60 Marks**Answer ALL questions****Q.3**

- | | | | |
|---|--|---|--------|
| a | Explain the nature and scope of OB. Explain the organizational behavior models. | 7 | CO1PO2 |
| b | What do you understand by attitude? Discuss the various components of attitude with example. | 8 | CO1PO2 |

OR

- | | | | |
|---|---|---|--------|
| c | How is attribution theory used in understanding the perception process? | 7 | CO1PO2 |
| d | Explain any one of the Content Theories of Motivation with examples? | 8 | CO1PO2 |

Q.4

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|---|--|---|--------|
| a | Explain in detail the Five – Stage Model of Group Development used in an organization? | 7 | CO2PO2 |
| b | Differentiate between Team Effectiveness and Team Building with examples? | 8 | CO2PO2 |

OR

- | | | | |
|---|--|---|--------|
| c | “Leadership is the process by which an executive directs, guides and influence the work of other” Explain. Also discuss the significance of leadership in management | 7 | CO2PO2 |
| d | Today’s Global and Indian leaders-illustrate with examples | 8 | CO2PO2 |

Q.5

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|---|--|---|--------|
| a | How does a strong culture affect an organizations efforts to improve diversity? | 8 | CO3PO2 |
| b | What do you mean by organization Culture? Why culture is important in an organization? | 7 | CO3PO2 |

OR

- | | | | |
|---|---|---|--------|
| c | How does organization culture create its impact on workforce? Suggest measures for developing organization culture? | 7 | CO3PO2 |
| d | Explain the Concept of Workplace Spirituality? | 8 | CO3PO2 |

Q.6

- | | | | |
|---|---|---|--------|
| a | “Resistance to change is an irrational response” Do you agree or disagree? Explain. | 7 | CO4PO2 |
| b | What are the Approaches used in managing Organizational Change? | 8 | CO4PO2 |

OR

- | | | | |
|---|---|---|--------|
| c | Explain in detail the Kotter’s Eight-Step plan for Implementing Change? | 7 | CO4PO2 |
| d | Explain the theories of learning with an example? | 8 | CO4PO2 |

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