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GIET UNIVERSITY, GUNUPUR – 765022

B. Tech (Third Semester – Regular) Examinations, December – 2020

BHSMS3061- ORGANISATIONAL BEHAVIOUR

(Common to all Branches)

Time: 2 hrs

Maximum: 50 Marks

The figures in the right hand margin indicate marks.

PART – A: (Multiple Choice Questions)

(1 x 10 = 10 Marks)

Q.1. Answer ALL questions

- a. Organization structure primarily refers to

(i) how activities are coordinated & controlled	(ii) how resources are allocated
(iii) the location of departments and office space	(iv) the policy statements developed by the firm
- b. In present context, challenges for OB are

(i) Employee expectation	(ii) Workforce diversity
(ii) Globalization	(iv) All of the above
- c. According to Herzberg, which of the following is a maintenance factor?

(i) Salary	(ii) Work itself
(iii) Responsibility	(iv) Recognition
- d. Which of the following forms the basis for the autocratic model of OB

(i) Obedience	(ii) Authority
(iii) Power	(iv) Dependence on boss
- e. Policies are sometimes defined as a(n)

(i) shortcut for thinking	(ii) action plan
(iii) substitute for strategy	(iv) substitute for management authority
- f. Concerning organizational cultures,

(i) a strong culture is a more productive environment	(ii) a weak culture is a more productive environment
(iii) the specific culture that contributes to positive effectiveness is well known	(iv). the stronger the culture, the more influential it is on employee behaviour
- g. Forces affecting organisational behaviour are

(i) People	(ii) Environment
(iii) Technology	(iv) All of the above
- h. Groups created by managerial decision in order to accomplish stated goals of the organization are called

(i) formal groups	(ii) informal groups
(iii) task groups	(iv) interest groups
- i. “Leadership motivates the people to work and not the power of money”, this concept is related to

(i) Autocratic model	(ii) Custodial model
(iii) Supportive Model	(iv) Collegial Model
- j. Organisational behaviour is

(i) A science	(ii) An art
(iii) A science as well as an art	(iv) None of the above

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PART – B: (Short Answer Questions)**(2 x 5 = 10 Marks)**Q.2. Answer ALL questions

- a. Define OB
- b. Define the term Perception.
- c. What do you mean by Job Enrichment?
- d. What is organizational change & causes of change?
- e. What is Group dynamics?

PART – C: (Long Answer Questions)**(6 x 5 = 30 Marks)**Answer ANY FIVE questions

Marks

3. Discuss in detail about the Nature and scope of OB. (6)
4. Explain in detail the various “Determinants and Types of Personality”. (6)
5. Explain the contingency theories of leadership with example. (6)
6. How does group dynamics play role in an organization? Explain (6)
7. “Most effective leaders show great concern for both the task and people” Comment on the validity of the statement providing a theoretical framework (6)
8. How employees learn culture? What are the factors affecting organizational culture? (6)
9. “Resistance to change is an irrational response” Do you agree or disagree? Explain. (6)
10. Explain Kotter’s Eight step plan for implementing change. (6)

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