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GIET UNIVERSITY, GUNUPUR – 765022

B. Tech (First Semester – Regular) Examinations, June – 2021

BHSCE4050 – ORGANISATIONAL BEHAVIOUR

(Civil Engineering)

Time: 2 hrs

Maximum: 50 Marks

Answer ALL Questions

The figures in the right hand margin indicate marks.

PART – A: (Multiple Choice Questions)

(1 x 10 = 10 Marks)

Q.1. Answer ALL questions

[CO#] [PO#]

- | | | |
|---|---|---|
| a. Organization structure primarily refers to | 1 | 1 |
| (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. The purpose of job enrichment is to | 1 | 1 |
| (i) expand the number of tasks an individual can do | | |
| (ii) increase job efficiency | | |
| (iii) increase job effectiveness | | |
| (iv) increase job satisfaction of middle management | | |
| c. According to Herzberg, which of the following is a maintenance factor? | 2 | 1 |
| (i) Salary | | |
| (ii) Work itself | | |
| (iii) Responsibility | | |
| (iv) Recognition | | |
| d. Functional managers are responsible | 2 | 1 |
| (i) for a single area of activity | | |
| (ii) to the upper level of management and staff | | |
| (iii) for complex organizational sub-units | | |
| (iv) Dependence on boss | | |
| e. Policies are sometimes defined as a(n) | 2 | 1 |
| (i) substitute for management authority | | |
| (ii) action plan | | |
| (iii) substitute for strategy | | |
| (iv) shortcut for thinking | | |
| f. Concerning organizational cultures, | 3 | 1 |
| (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. Shared organizational values are | 3 | 1 |
| (i) unconscious, affective desires or wants that guide society's behaviour | | |
| (ii) influenced by international values | | |
| (iii) different for the various components of a diverse work force | | |
| (iv) a myth | | |
| h. Groups created by managerial decision in order to accomplish stated goals of the organization are called | 3 | 1 |
| (i) formal groups | | |
| (ii) informal groups | | |
| (iii) task groups | | |
| (iv) interest groups | | |
| i. _____ is a Study of man, his work and Culture | 4 | 1 |

- | | | | |
|---|--------------------|---|---|
| (i) Anthropology | (ii) Psychology | | |
| (iii) Social psychology | (iv) sociology | | |
| j. Stereotyping generally affects the _____ | | 4 | 1 |
| (i) Organization Structure | (ii) Behaviour | | |
| (iii) Interpersonal Relations | (iv) Communication | | |

PART – B: (Short Answer Questions)

(2 x 5 = 10 Marks)

Q.2. Answer *ALL* questions

[CO#] [PO#]

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|--|---|---|
| a. What are the key elements of OB? | 1 | 1 |
| b. Define the term Perception. | 2 | 1 |
| c. Differentiate formal & Informal groups | 3 | 1 |
| d. What is organizational change & causes of change? | 3 | 1 |
| e. What are LEWIN'S three steps Model? | 4 | 1 |

PART – C: (Long Answer Questions)

(6 x 5 = 30 Marks)

Answer *ANY FIVE* questions

Marks [CO#] [PO#]

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|--|-----|---|---|
| 3. Discuss in detail about the Nature and scope of OB. | (6) | 1 | 1 |
| 4. Explain the “Classical Conditioning Theory of Learning”. | (6) | 1 | 1 |
| 5. How does perception affect the organizational processes? What role does perception play in the field of OB? | (6) | 2 | 1 |
| 6. Does Motivation come from within a person or is it a result of the situation? Explain. | (6) | 2 | 1 |
| 7. Explain the different types of organisational culture. | (6) | 3 | 1 |
| 8. How to create and sustained a good organization culture? | (6) | 3 | 1 |
| 9. “Resistance to change is an irrational response” Do you agree or disagree? Explain. | (6) | 4 | 1 |
| 10. Explain the factors influencing the organisational change. | (6) | 4 | 1 |

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