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GIET UNIVERSITY, GUNUPUR - 765022

B. Tech (Third Semester) Examinations, December - 2023

21BSHS20001 / 22BSHS20001 - Organizational Behavior

(Common to all branches except CSE & CSE(DS))

Time: 3 hrs

Maximum: 70 Marks

(The figures in the right hand margin indicate marks)

PART - A

(2 x 5 = 10 Marks)

Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. What is Organizational Behaviour?	CO1	K1
b. State five personality trait of Big-five model.	CO2	K3
c. Define the term "expectancy" in the expectancy theory of motivation.	CO3	K2
d. Define leadership in two sentences, highlighting its importance in organizational settings.	CO2	K1
e. What are three steps of change of Lewin's model?	CO4	K1

PART - B

(15 x 4 = 60 Marks)

Answer ALL questions

	Marks	CO #	Blooms Level
2. a. Describe locus of control, Machiavellianism and type A types of personality.	7	CO2	K2
b. What is personality? What are its major determinants?	8	CO2	K1
(OR)			
c. Explain the key components of job attitudes, including job satisfaction, organizational commitment, and job involvement. Discuss how these components influence employee behavior and performance in the workplace.	7	CO2	K2
d. What are the four major dimensions of the Myers-Briggs Type Indicator (MBTI) that yield the 16 types?	8	CO2	K1
3.a. Critically examine Porter-Lawler model of motivation. How do performance and satisfaction related to each other?	7	CO1	K2
b. Discuss the key principles of the Expectancy Theory of motivation. Evaluate how this theory can be applied in organizational settings to enhance employee performance and satisfaction.	8	CO2	K2
(OR)			
c. Outline the major types of groups in organizations, including formal workgroups, command groups, and interest groups. Provide examples of situations where each type of group is commonly found.	7	CO1	K2
d. Identify the factors that influence group behaviour.	8	CO2	K2

4.a.	Define a managerial grid and explain five types of leadership styles as per this grid.	7	CO3	K1
b.	What is workforce spirituality? Define the role of workforce spirituality in an organization.	8	CO1	K2
(OR)				
c.	What are the three leadership styles according to the University of Iowa Studies.	7	CO3	K1
d.	Summarize the conclusions of behavioural theories of leadership.	8	CO1	K2
5.a.	Generating Short-Term Wins: Discuss the importance of achieving short-term wins in Kotter's model. Provide examples of how organizations can identify and celebrate these wins to build momentum for long-term change success.	7	CO2	K2
b.	Unfreeze: Explain the significance of the "Unfreeze" stage in Lewin's model. Provide detailed examples of strategies that organizations can use to effectively unfreeze existing behaviors and attitudes.	8	CO4	K2
(OR)				
c.	Define organisational change. Discuss the major internal forces for change in organization.	7	CO2	K2
d.	Discuss the challenges and opportunities presented by globalization in the context of organizational change. How can organizations navigate change in a globalized business environment?	8	CO4	K2

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