

R.N.G.PATEL INSTITUTE OF TECHNOLOGY-RNGPIT
(An Autonomous College U/s UGC Act 1956)

IMBA SEMESTER-II, SEMESTER END EXAMINATION – SUMMER 2025

Subject Code: 1BB0202**Date: 16-05-2025****Subject Name: ORGANIZATIONAL BEHAVIOUR****Time: 11:00 AM to 01:00 PM****Total Marks: 70****Instructions**

1. It is **compulsory** for students to write **Enrolment No. /Seat No.** on the question paper.
2. Write answers of **Section A** and **Section B** in **separate answer books**.
3. Attempt all questions from both **Section A** and **Section B**.
4. Each section carries **35 marks**, with a total of **70 marks** for the examination.
5. The figures to the right of each question indicate full marks, make suitable assumptions with justification.
6. BL - Bloom's Taxonomy Levels (R-Remember, U-Understanding, A –Application, N –Analyze, E – Evaluate, C -Create), CO - Course Outcomes.

SECTION A**Marks BL CO****Q.1 Multiple-Choice Questions****[05]****(a)** Which of the following is NOT a component of attitude?**1 A 3****(i)** Cognitive component**(ii)** Affective component**(iii)** Behavioral component**(iv)** Reflective component**(b)** Which motivation theory proposes that people have five levels of needs that they seek to satisfy progressively?**1 A 3****(i)** Herzberg's Two-Factor Theory**(ii)** Maslow's Hierarchy of Needs**(iii)** Vroom's Expectancy Theory**(iv)** McGregor's Theory X and Theory Y**(c)** The stage of group development characterized by high levels of conflict and disagreement is:**1 A 3****(i)** Forming**(ii)** Storming**(iii)** Norming**(iv)** Performing**(d)** The process of controlling how others perceive you is known as:**1 E 4****(i)** Self-monitoring**(ii)** Impression management**(iii)** Perception control**(iv)** Identity management

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|--|----------|----------|----------|
| (e) The tendency to assign one's own failures to external factors while attributing success to internal factors is known as: | 1 | E | 4 |
| (i) Fundamental attribution error | | | |
| (ii) Self-serving bias | | | |
| (iii) Halo effect | | | |
| (iv) Selective perception | | | |

Q.2 Attempt Any Two [10]

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|--|----------|----------|----------|
| (a) Define organizational behavior and explain its scope. | 5 | A | 3 |
| (b) Discuss the role of personality in determining workplace behavior. | 5 | A | 3 |
| (c) Describe the components of attitudes and discuss the barriers to attitude change in organizations. | 5 | A | 3 |

Q.3 Attempt Any Two [10]

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| (a) Compare and contrast any two theories of motivation. | 5 | E | 4 |
| (b) How does emotional intelligence contribute to better team management and organizational outcomes? | 5 | E | 4 |
| (c) Evaluate the relationship between organizational structure and group behavior. | 5 | E | 4 |

Q.4 Attempt Any Two [10]

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|--|----------|----------|----------|
| (a) Explain the concept of perception and analyze the factors that influence perception in the workplace. | 5 | A | 3 |
| (b) Explain the stages of group development and discuss how managers can effectively facilitate each stage to build high-performing teams. | 5 | E | 4 |
| (c) Compare and contrast individual and group decision-making techniques. | 5 | A | 3 |

SECTION B

Marks BL CO

Q.5 Multiple-Choice Questions

[05]

(a) Organizational culture can best be described as:

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|---|---|
| <p>(i) The hierarchy of authority within the company</p> <p>(iii) The organizational chart and formal communication lines</p> | <p>(ii) A set of shared values, beliefs, and assumptions within an organization</p> <p>(iv) Employee compensation systems</p> |
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(b) According to Fiedler's Contingency Theory, leadership effectiveness depends on:

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| <p>(i) The leader's age and experience</p> <p>(iii) The match between the leader's style and the favorableness of the situation</p> | <p>(ii) The leader's ability to multitask</p> <p>(iv) How well the leader can punish underperformers</p> |
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(c) Which of the following is a commonly used tool to measure job satisfaction?

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| <p>(i) Herzberg Grid</p> <p>(iii) Job Descriptive Index (JDI)</p> | <p>(ii) 360-degree feedback</p> <p>(iv) SWOT Analysis</p> |
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(d) Which of the following is a strategy for promoting work-life balance in organizations?

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| <p>(i) Mandatory weekend work</p> <p>(iii) Flexible work hours</p> | <p>(ii) Reduced employee autonomy</p> <p>(iv) Increased micromanagement</p> |
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(e) A manager who influences others by offering rewards is exercising:

1 U 3

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|---|---|
| <p>(i) Expert power</p> <p>(iii) Legitimate power</p> | <p>(ii) Coercive power</p> <p>(iv) Reward power</p> |
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Q.6 Attempt Any Two

[10]

(a) Explain any three leadership styles with suitable examples. How do these styles influence employee behavior?

5 U 3

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|---|---|---|---|
| (b) Describe the Path-Goal Theory of leadership. How does a leader adapt behavior according to subordinate characteristics? | 5 | U | 3 |
| (c) Discuss the various sources of power in an organization. How can power lead to organizational politics? | 5 | A | 3 |

Q.7 Attempt Any Two [10]

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|---|---|---|---|
| (a) Differentiate between organizational culture and organizational climate. What factors influence the organizational climate? | 5 | A | 4 |
| (b) Explain the importance of organizational culture in shaping employee behavior and performance. Provide real-life organizational examples if possible. | 5 | E | 5 |
| (c) Define job satisfaction. Discuss any three key determinants and their impact on employee productivity. | 5 | A | 2 |

Q.8 Attempt Any Two [10]

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|--|---|---|---|
| (a) Identify and explain different types of work stressors. How can organizations help in managing stress? | 5 | A | 4 |
| (b) What do you understand by work-life balance? Suggest strategies an organization can adopt to help employees maintain this balance. | 5 | E | 5 |
| (c) Explain Kurt Lewin's Three-Step Model for implementing organizational change. Why is each step important? | 5 | U | 4 |
