

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

IMBA SEMESTER-II, SEMESTER END EXAMINATION – WINTER 2025

SUBJECT CODE: 1BB0202

DATE: 08-01-2026

SUBJECT NAME: ORGANIZATIONAL BEHAVIOUR

TIME: 11:00 AM to 01:30 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 a formal group?	1	R	2
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>(i) Friends group</p> <p>(iii) Departmental committee</p> </div> <div style="width: 45%;"> <p>(ii) Sports club</p> <p>(iv) Family</p> </div> </div>			
(b) Communication is best defined as:	1	R	2
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>(i) Giving orders</p> <p>(iii) Exchange of information and ideas</p> </div> <div style="width: 45%;"> <p>(ii) Writing reports</p> <p>(iv) Issuing notices</p> </div> </div>			
(c) Control in management helps to:	1	U	2
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>(i) Stop activities</p> <p>(iii) Increase pressure</p> </div> <div style="width: 45%;"> <p>(ii) Avoid responsibility</p> <p>(iv) Ensure activities follow plans</p> </div> </div>			
(d) Groups are formed in organizations mainly due to:	1	U	2
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>(i) Salary structure</p> <p>(iii) Competition</p> </div> <div style="width: 45%;"> <p>(ii) Office rules</p> <p>(iv) Common goals</p> </div> </div>			

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|--|----------|----------|----------|
| (e) A group where members share informal relationships and friendship is called: | 1 | R | 2 |
| (i) Formal group | | | |
| (ii) Informal group | | | |
| (iii) Task force | | | |
| (iv) Committee | | | |

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|---|-------------|----------|----------|
| Q.2 Attempt Any Two | [10] | | |
| (a) Explain the nature and scope of Organizational Behavior. | 5 | U | 1 |
| (b) What is attitude? Explain the main components of attitude. | 5 | U | 1 |
| (c) Explain the types of motivation and briefly describe any one motivation theory. | 5 | U | 1 |
| Q.3 Attempt Any Two | [10] | | |
| (a) What is team building? Explain its objectives and importance. | 5 | U | 2 |
| (b) Define communication. Explain the communication process in groups. | 5 | U | 2 |
| (c) Explain the Johari Window model and its significance in group communication. | 5 | U | 2 |
| Q.4 Attempt Any Two | [10] | | |
| (a) What is learning? Explain the learning process in organizations. | 5 | U | 1 |
| (b) Define Organizational Behavior. Explain its need and importance in an organization. | 5 | U | 1 |
| (c) Define personality. Explain the factors influencing personality. | 5 | U | 1 |

SECTION B

	Marks	BL	CO
Q.5 Multiple-Choice Questions	[05]		
(a) Which of the following is NOT a characteristic of attitude?	1	U	1
(i) Learned			
(ii) Stable			
(iii) Influences behaviour			
(iv) Inherited only			
(b) Personality is influenced by:	1	A	1
(i) Heredity only			
(ii) Environment only			
(iii) Situation only			
(iv) Heredity, environment, and situation			
(c) Organizational Behaviour Modification is based on:	1	R	1
(i) Cognitive theory			
(ii) Reinforcement theory			
(iii) Learning by insight			
(iv) Motivation theory			
(d) Emotional labor refers to:	1	E	1
(i) Physical effort at work			
(ii) Managing emotions as part of the job			
(iii) Stress management			
(iv) Group interaction			
(e) Individual decision-making is most affected by:	1	A	1
(i) Emotions and perceptions			
(ii) Organizational rules only			
(iii) Authority structure			
(iv) Communication channels			
Q.6 Attempt Any Two	[10]		
(a) Explain group decision-making techniques used in organizations.	5	U	2
(b) Explain the concept of group dynamics and its influence on organizational effectiveness.	5	U	2
(c) Discuss the stages of group formation and the role of teams in organizations.	5	U	2
Q.7 Attempt Any Two	[10]		
(a) Define the term Power and elaborate the various sources of power.	5	U	3
(b) Explain leadership styles and their relevance in organizational settings.	5	U	3

(c) Explain Path–Goal Theory of leadership and its significance. 5 U 3

Q.8 Attempt Any Two [10]

(a) Discuss job satisfaction, its determinants, and measurement techniques. 5 U 4

(b) Explain work–life balance and its importance in organizational effectiveness. 5 U 4

(c) Discuss organizational stress and methods of stress management. 5 U 4
