

PARUL UNIVERSITY
FACULTY OF ARTS
B.Arts Summer 2022–23 Examination

Semester: -06
Subject Code: -15105351
Subject Name: - Organizational Behavior

Date: 14/03/2023
Time: 02:00pm to 04:30pm
Total Marks: 60

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

	Marks
Q.1 Do As Directed.	08
1 _____ is the name given to a philosophy and set of methods and techniques that stressed the scientific study and organization of work at the operational level. (A) Scientific Management (B) Human Relations Model (C) Two factor theory (D) Achievement Motivation Theory	
2 Concept that focuses on the availability of jobs to all the individuals without any discrimination is classified as (A) Equal employment Opportunity (B) Non-discrimination Opportunity (C) Opportunity of Equality (D) All of the above	
3 Type of discrimination in which the applicants for a job are refused and the protected class individuals are prioritized, is classified as (A) Individualistic discrimination (B) Affirmative discrimination (C) Diversified discrimination (D) Reverse discrimination	
4 What does "E", "R" and "G" stand for in the ERG Theory? (A) Export, Risk and Guarantee (B) Exponential, Reliability and Growth (C) Existence, Relatedness and Growth (D) None of the above	
5 Differences among individuals performing jobs at same workplace are classified as (A) Diversity (B) Opportunity (C) Employment (D) Cultural Unemployment	
6 The _____ leadership style is an expression of the leader's trust in the abilities of his subordinates (A) Participative (B) Delegative (C) Authoritarian (D) All of the above	
7 Group of individuals that are provided with safety under the regulation of equal employment is classified as (A) Legislative class (B) Protected class (C) Affirmative class (D) Reverse Discrimination Class	
8 The model(s) of Organizational Behaviors is (are) (A) Autocratic (B) Custodial (C) Supportive (D) All of the above	
9 _____ Context refers to the relationship between the sender and the receiver (A) Social (B) Physical (C) Cultural (D) Chronological	
10 All the unique traits and patterns of adjustment of the individual is known as (A) Personality (B) Responsibility (C) Creativity (D) Authority	

- 11 When there is similarity of background between the sender and receives such as age, language nationality, religion, gender then this is called _____ context.
 (A) Social (B) Physical
 (C) Cultural (D) Chronological
- 12 So as to cope with stress effectively, it is necessary to have a healthy
 (A) Environment (B) Body
 (C) Relations (D) All of the above
- 13 Organizational Development process is cyclical and ends, when
 (A) Desired development result is obtained (B) Plan is implemented
 (C) Data is gathered (D) Problem is identified
- 14 The whole concept of achieving success begins with how you _____
 (A) Behave (B) Think
 (C) Work (D) All of the above
- 15 What are characteristics of a programmed decision?
 (A) Complex and risky (B) Uncertain and non-routine
 (C) Low risk and certain (D) Routine and non-complex
- 16 What is intuitive decision making based on
 (A) Guesswork (B) Gambling
 (C) Instinct (D) Rationality

B. Terms / Short Notes / Case Study / Charts / Graphs/ Tables, etc. (Each of 01 mark) (07)

- 1 What is Evidence Based Management?
- 2 Define Self-Esteem?
- 3 Define Organization Behavior?
- 4 Define Stress?
- 5 What is Motivation?
- 6 Define Personality?
- 7 What is Organization Communication?

Q.2 Answer the Following.

- 1 Discuss the Role of Communication in Organization? (04)
- 2 What is Personality? Discuss the any One Theory of Personality? (04)
- 3 Explain in Detail Intrapersonal Conflict in Organization? (04)

OR

- 3 Discuss the Basic Motivation Process? (04)

Q.3 Answer the Following.

- 1 Discuss Five Major Reasons for the Emergence of Diversity at Workplace? (05)
- 2 Describe the Cause of Stress and its impact on Individual Performances? (05)
- 3 Describe the Model of Organizational Development in Details? (05)

OR

- 3 Organization Coping Strategies in Context of Stress Management? (05)

Q.4 Answer the Following.

- 1 Describe Organizational Approaches to Manage Diversity? (06)
- 2 What is Social Perception? Discuss in Details (06)
- 3 What are the Skills Requires in Change Management? (06)

OR

- 3 Discuss in Details Decision Making Style? (06)