

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**BBA Summer 2022-23 Examination**

**Semester: 6**  
**Subject Code: 06101351**  
**Subject Name: Organizational Behavior-II**

**Date: 13/03/2023**  
**Time: 10.30am to 1.00pm**  
**Total Marks: 60**

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**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.

**Q.1 Do as Directed.****A).Multiple choice type questions/Fill in the blanks. (Each of 1 mark)****(05)**

1. The capacity to influence people and accomplish desired objectives is called .....
  - a) Power.
  - b) Leadership.
  - c) Authority.
  - d) Status.
2. A person's career includes many significant events and experiences but in which areas has work psychology been able to make a contribution?
  - a)Mentoring
  - b)Career Counselling
  - c) Career Choice
  - d) All of the above
3. Concerning Organizational Cultures .....
  - a)a strong culture is a more productive
  - b) a weak culture is a more productive environment
  - c) the specific culture that contributes
  - d) the stronger the culture, the more influential it is on employee behaviour
4. An individual who is able to exert leadership and to manage an operation is called a .....
  - a) Leader.
  - b) Leader-manager.
  - c) Manager.
  - d) First line supervisor.
5. Which of the following is an example of mentoring behavior?
  - a) Counseling
  - b) Coaching
  - c) Giving encouragement
  - d) All of these are examples of mentoring behavior

**B).Define the following. (Each of 1 mark)****(05)**

1. Coaching
2. Leadership
3. Compressed work week
4. Job sharing
5. Protege

**C).Direct questions. (Each of 1 mark)****(05)**

1. Write Examples of Mentoring
2. Dysfunctional Conflicts
3. Flexitime
4. Telecommuting
5. List Examples of Intrinsic factors

**Q.2 Answer the following questions.**

A).Describe in detail Behavioural theory-Managerial grid by Blake and Mouton along with diagram? (07)  
(08)

B). If praising employees for doing a good job seems to be a fairly easy and obvious motivational tool, why do you think companies and manger don't often do it?

As a manager, what steps would you take to motivate your employees after observing them perform well?

**Q.3 Answer the following questions.**

A).Write Short note on Quality of Work life? (07)

B).Write Short note on Conflict Resolving Strategies? (08)

**Q.4 Attempt any two questions. (Each of 7.5 mark) (15)**

1. Draw a graph showing Stress and Job Performance relationship.

2. Write Short note on Counseling?

3. Write Short note on Organizational Culture?

4. Explain the difference between Economic and Psychological Contract?