

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA, Winter 2018 - 19 Examination**

**Semester: 1**  
**Subject Code: 06200107**  
**Subject Name: Organizational Behavior**

**Date: 03/11/2018**  
**Time: 10:30 am to 1:00 pm**  
**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.

**Q.1 Do as Directed.****A).Multiple choice type questions.****(05)**

1. The \_\_\_\_\_ leadership style is an expression of the leader's trust in the abilities of his subordinates.
 

a) Participative	c) Authoritarian
b) Delegative	d) All of the above
2. Work attitudes can be reflected in an organization through
 

a) Job satisfaction	c) Both 'a' and 'b'
b) Organizational commitment	d) None of the above
3. Identify the steps involved in achieving improvement in communication within the organization.
 

a) Sending messages, Use of multiple channels, Promoting inter-group	c) Simple messages, Use of multiple channels, promoting inter-group communication
b) Simple messages, Use of multiple channels, promoting inter-group interaction	d) Simple messages, Use of multiple methods, promoting inter-group communication
4. Feature(s) of Maslow's need hierarchy theory is (are):
 

a) Theory of human motives	c) Theory of human motivation
b) Classifies basic human needs in a hierarchy	d) All of the above
5. Organizational \_\_\_\_\_ is the systematic process by which an organization brings a new employee into its culture.
 

a) Socialization	c) Behavior
b) Development	d) Structure

**B).Define the following.****(05)**

1. Job involvement
2. Learning
3. Organizational development
4. Disseminator
5. Dominant culture

**C).Direct questions.****(05)**

1. What is leadership?
2. What is political power?
3. Which are socio-psychological factors in Individual behavior?
4. How can employees express dissatisfaction?
5. What is big five personality model?

**Q.2 Answer the following questions.****A).What is perception? Describe various factors that influence perception.****(07)****B).Identify the major behavioral science disciplines that contribute to Organizational Behavior.****(08)****Q.3 Answer the following questions.****A).Why do people join Groups? Explain Five stage model of Group development along with chart.****(07)****B).What is stress? How can you manage stress? Explain in detail.****(08)**

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

**(15)**

1. What is Motivation? Explain any two motivational theories in Detail.
2. "Human behavior is more complex than what people believe." Do you agree with this? What are the factors that add complexity in human behavior?
3. "Even organizations which we consider to be ideal ones are not free from conflicts." Can you apply your theoretical knowledge to explain how conflicts arise?
4. "Creation of organizational culture is a long-term process." Explain and discuss the process involved in creating organizational culture.