

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com.(Hons) Winter 2018 – 19 Examination

Semester: 2

Subject Code: 16100153

Subject Name: Fundamentals of Organizational Behavior

Date: 07/12/2018

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. (Each of one mark)****(06)**

1. Which of the following teams have members from different departments?

| | |
|--------------------|---------------------|
| a) Problem Solving | b) Virtual |
| c) Self Managed | d) Cross Functional |
2. In which of the following stages the individual becomes aware about the conflict?

| | |
|-----------|--------------|
| a) Felt | b) Perceived |
| c) Latent | d) Manifest |
3. The last need in Maslow's Theory of Motivation is _____.

| | |
|-----------------------|-----------------------|
| a) Esteem Need | b) Safety Need |
| c) Physiological Need | d) Self Actualization |
4. Which one of the following is the THIRD factor in Contingency Theory?

| | |
|---------------|-------------|
| a) Power | b) Greed |
| c) Motivation | d) Maturity |
5. _____ is known as the positive stress.

| | |
|-------------|---------|
| a) Eustress | b) Both |
| c) Distress | d) None |
6. Which of the following is not the Motivational Factor in the Herzberg Motivation – Hygiene Theory?

| | |
|----------------|-------------------|
| a) Achievement | b) Recognition |
| c) Work Itself | d) Company Policy |

B) Definitions / One-liners / Terms. (Each of one mark)**(06)**

1. Who gave the Contingency Theory?
2. Define Personality.
3. What do you understand by Laissez Fair Style of Leadership?
4. Define attitude.
5. State any two characteristics of Organizational Culture.
6. Define Stress.

Q.2 Numerical / Short Note Questions. (Each of 04 mark)**(12)**

1. Explain the Change Process given by Kurt Lewin.
2. Explain the levels of change.
3. Explain the different types of teams.

Q.3 Answer the following. (Any Three)**(18)**

1. Discuss in detail the Acquired Needs Theory.
2. Explain the external factors which affect the perception.
3. Explain in detail the external and internal forces of change.
4. Discuss in detail the concept of team and characteristics of effective teams.

Q.4 Answer the following. (Any two)**(18)**

1. Organizational Behavior is an interdisciplinary field. Explain the various fields that OB is related with.
2. Explain in detail the concept and types of groups in the organization.
3. "Organizational Conflict can be resolved through preventive measures as well as Curative measures." Explain these in detail.