

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Winter 2019 - 20 Examination

Semester: 5
Subject Code: 06101301
Subject Name: Organizational Behaviour-I

Date: 19/11/2019
Time: 10:30am to 01:00 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/Fill in the blanks. (Each of 1 mark) (05)**

1. The study of Organisational behavior focuses on the following concerns within an organization.

a) Functional aspects	c) Structural aspects
b) Human processes	d) Strategic processes
2. Which is the first event in the chain which leads from “stimulus” to “action”

a) Perception	c) Attitudinal orientation
b) Reaction	d) Reflection
3. In which of the following situation is a person said to have an internal locus of control.

a) A person takes a job assignment on the basis of others’ experiences	c) A person decides to give his/her best to the organization he/she has selected
b) A person takes decision on the basis of what the majority has say.	d) A person accepts others’ opinion about self without calling for data
4. Which of the following attributes differentiate a team from a group?

a)collective work and Interdependence	c) Nature of task
b) Size of Membership	d) Goals and roles
5. Rokeach studies instrumental values and _____

a) Terminal values	c) Ethical decision making
b) Attitudes	d) Speed of decision making

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

1. Locus of Control
2. Virtual Team
3. Organisational Development
4. Self Esteem
5. Power

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

1. What is Self-efficacy?
2. Differentiate between terminal values & instrumental values.
3. List out 4 dimension of intellectual ability.
4. What is Halo effect in perception?
5. Enlist major types of Job attitude.

Q.2 Answer the following questions.

A). Define Organizational behavior. Identify the major behavioral sciences that contribute to the field of organizational behavior. **(07)**

B). Explain five major personality attributes that influence OB. **(08)**

Q.3 Answer the following questions.

A).What do you mean by group? What are the five stages of group development? Explain (07)

B). Briefly explain Lewin's three step model of Change. (08)

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

1. In today's dynamically changing work environment, understanding human behavior has become very important. What are the challenges and opportunities that managers have in applying OB concepts?

2. What are the various forces that make it necessary for the organizations to change? Describe the various ways of overcoming resistance to change.

3. What power tactics can employees use to translate their power bases into specific actions and how does each one work?

4. Job satisfaction and Organisational commitment are the two most researched types of work attitudes. Discuss as a management trainee, when you take up your first job , what factors would lead:

- i. You to have high job satisfaction
- ii. You to display high organizational commitment