

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
IMBA Summer 2018 – 19 Examination

Semester: 4
Subject Code: 06200107
Subject Name: Organizational Behavior

Date: 17/05/2019
Time: 02:00 pm to 04:30 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. "Leaders who guide or motivate their followers in the direction of established goals by clarifying role and task requirements" known as _____.

a) Transactional Leaders	c) Both
b) Transformational Leaders	d) None of the above
2. Trust based on a mutual understanding of each other's intentions and appreciation of the other's wants and desires is known as _____.

a) Deterrence-based Trust	c) Identification-based Trust
b) Knowledge-based Trust	d) a and c
3. _____ developed ERG theory.

a) Taylor	c) Clayton Alderfer
b) Maslow	d) None of the above
4. Drawing a general impression about an individual on the basis of a single characteristic is known as _____.

a) Contrast effect	c) Projection
b) Halo effect	d) Stereotyping
5. A group composed of the individuals who report directly to a given manager is _____.

a) Command	c) Task
b) Interest	d) Friendship

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

1. Organizational citizenship behavior (OCB)
2. Job satisfaction
3. Leadership
4. Mentor
5. Power Distance

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

1. List down any four workforce diversity.
2. List down the biographical characteristics.
3. What is Organizational Commitment?
4. What are Hygiene Factors?
5. What is Perception?

Q.2 Answer the following questions.

- A).** Explain various challenges and opportunities in Organizational behavior. **(07)**
- B).** Explain Maslow's hierarchy of needs in details with relevant example of your choice. **(08)**

Q.3 Answer the following questions.

- A).** Discuss in details all the factors those are affecting perception directly and indirectly. **(07)**
- B).** List down all the Myers Briggs sixteen primary traits with brief explanation. **(08)**

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

1. Discuss various steps involve in the Rational Decision-Making Model.
2. Explain various stages involved in group development.
3. Explain various key roles of a team in detail.
4. How Organizational Cultures have an Impact on Performance and Satisfaction?