BRAINWARE UNIVERSITY

Term End Examination 2024-2025
Programme – B.Sc.(PSY)-Hons-2023/B.Sc.(PSY)-Hons-2024
Course Name – Organizational Behaviour
Course Code - VAC00011
(Semester II)

Full Marks : 60 **Time : 2:30 Hours**

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A
(Multiple Choice Type Question) 1 x 15=15

1. *Choose the correct alternative from the following :*

(i) Indicate the theory of motivation that emphasizes the importance of physiological needs and safety needs and need for belongingness.

a) Expectancy Theory
b) Maslow's Hierarchy of Needs
c) Equity Theory
d) Herzberg's Two-Factor Theory

(ii) Choose the term that refers to the shared values, beliefs, and norms that influence organizational member's behaviors.

a) Culture
b) Diversity
c) Power
d) Politics

(iii) Select what Organizational attitude influences.

a) Only employee performance
b) Only customer satisfaction
c) Both employee performance and customer satisfaction
d) Neither employee performance nor customer satisfaction

(iv) Select the aspect of organizational attitude that refers to an employee's emotional connection and loyalty to the organization.

a) Job satisfaction
b) Employee engagement
c) Organizational commitment
d) Work-life balance

(v) Select the option that is not typically considered a component of organizational culture.

a) Shared values
b) Formal policies and procedures
c) Norms and behaviors
d) Organizational rituals and symbols

(vi) Identify the option that most accurately defines organizational commitment.

a) The level of effort an employee puts into their work

b) The degree to which an employee identifies with the goals of the organization and wishes to maintain membership

c) The relationship between an employee's salary and job satisfaction

d) The extent to which an employee seeks opportunities for advancement within the company

(vii) Identify the role played by resilience in describing challenges in organizational behavior.

a) Promotion of inflexible work environments

b) Limited adaptability to change

c) Enhanced coping mechanisms and problem-solving skills

d) Decreased employee engagement

(viii) Identify the factor that represents the importance of cross-cultural competence in organizational behavior.

a) Homogeneous workforce demographics

b) Decreased globalization

c) Limited cultural diversity

d) Global business operations

(ix) Identify the challenge that arises from the increasing reliance on contingent workers in organizational behavior.

a) Limited access to specialized skills

b) Enhanced workforce flexibility

c) Decreased recruitment costs

d) Stability in employee relationships

(x) Identify the emerging trend which focuses on leveraging big data analytics for decision-making in organizational behavior.

a) Intuition-based decision-making

b) Limited access to data-driven insights

c) Data-driven decision-making

d) Traditional decision-making processes

(xi) Choose the potential benefit of implementing diversity and inclusion initiatives in organizational behavior.

a) Decreased creativity and innovation

b) Enhanced employee morale and engagement

c) Limited access to global markets

d) Homogeneous organizational culture

(xii) Discover the factor that contributes to the rise of flexible work arrangements in organizational behavior.

a) Limited access to remote technology

b) Homogeneous employee preferences

c) Desire for work-life balance

d) Centralized decision-making

(xiii) Discover the challenge that arises from the increasing pace of technological advancements.

a) Reduced need for innovation

b) Enhanced employee productivity

c) Difficulty in skill adaptation and obsolescence

d) Limited access to digital resources

(xiv) Choose the trend that emphasizes the importance of employee empowerment and autonomy.

a) Micromanagement

b) Hierarchical structures

c) Flat organizational hierarchies

d) Limited decision-making authority

(xv) Identify the role ethical leadership plays in shaping organizational behavior.

a) Promotion of unethical practices

b) Decreased employee trust

c) Enhanced organizational culture and integrity

d) Limited emphasis on corporate social responsibility

Group-B
(Short Answer Type Questions)

3 x 5=15

2. Explain the nature of Organizational Behaviour.   (3)

3. List the different types of organizations. (3)
4. Explain how organizations can effectively respond to changes in the market and technology. (3)
5. Define the concept of an organization. (3)
6. Analyze the role of Organizational Behaviour in influencing team dynamics. (3)

OR

Analyse the role of communication in Organizational Behaviour. (3)

Group-C
(Long Answer Type Questions)   5 x 6=30

7. Write about the key theories in organizational behavior psychology that explain work motivation. (5)
8. Discuss the influence of individual differences on work motivation within organizations. (5)
9. Explain the significance of intrinsic versus extrinsic motivation in the context of work motivation. (5)
10. Explain the concept of job satisfaction and its relationship with work motivation in organizational behavior psychology. (5)
11. Describe the role that remote work and virtual collaboration play in influencing organizational behavior in today's workplace. (5)
12. Explain the concept of group-think and its impact on decision-making processes within teams. (5)

OR

Evaluate the role of leadership in facilitating team effectiveness and cohesion in organizational behavior. (5)

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