



BRAINWARE UNIVERSITY

Term End Examination 2023

Programme – B.Tech.(CSE)-2018/B.Tech.(CSE)-2019

Course Name – Organizational Behavior

Course Code - OEC-802C

(Semester VIII)

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) Select the right option:Which of these skills is considered to be the cornerstone of the four building block skills?
- | | |
|-------------------------|----------------------------|
| a) Personal flexibility | b) Leadership capabilities |
| c) Perceptual skills | d) Self-insight |
- (ii) Identify the right option:Meso organisation behaviour is related with
- | | |
|-----------------------------|-------------------------|
| a) Group behaviour | b) Individual behaviour |
| c) Organisational behaviour | d) None of these |
- (iii) Select the right option.Feature(s) of Maslow's need hierarchy theory is (are):
- | | |
|-------------------------------|--|
| a) Theory of human motives | b) Classifies basic human needs in a hierarchy |
| c) Theory of human motivation | d) All of the above |
- (iv) Select the right option:Communication begins with
- | | |
|-------------|----------------------|
| a) Encoding | b) Idea Origination |
| c) Decoding | d) Channel Selection |
- (v) Policies are sometimes defined as a(n)
- | | |
|----------------------------|--|
| a) Shortcut for Thinking | b) Action Plan |
| c) Substitute for Strategy | d) Substitute for Management Authority |
- (vi) Select the right option:"Leadership motivates the people to work and not the power of money", this concept is related to
- | | |
|---------------------|---------------------|
| a) Custodial model | b) Autocratic model |
| c) Supportive Model | d) Collegial Model |
- (vii) Select the right option:"Might is right" is the motto of
- | | |
|---------------------|--------------------|
| a) Autocratic Model | b) Custodial Model |
| c) Supportive Model | d) Collegial Model |
- (viii) Select the right option:Authority is of _____ types
- | | |
|--------------------------|------------------------|
| a) Legal Authority | b) Chromatic Authority |
| c) Traditional Authority | d) All of the above |

- (ix) Select the right option:Which is the barrier of communication?
 a) Filtering
 b) Psychological distance
 c) The pressure of time
 d) All of the above
- (x) Select the right option:Who is the developer of 'Two Factors theory' of Motivation?
 a) Herzberg
 b) Lawless, David. J.
 c) A. H. Maslow
 d) Porter, Lyman W. and Hackman
- (xi) Select the right option:If modern day managers do not positively address and manage workforce diversity, all of the following may become negative outcomes for an organization except
 a) more difficult communication
 b) increased creativity and innovation
 c) more interpersonal conflicts
 d) potential for higher employee turnover
- (xii) Identify the right option:Motivational factor is/are
 a) Achievement
 b) Work itself
 c) Recognition
 d) All of these
- (xiii) Identify the right option:Learning can be in the form of
 a) Stimulus
 b) Motivation
 c) Objective-oriented
 d) All of these
- (xiv) Identify the right option:In Vroom's Expectancy Theory, Valence means
 a) Strength of an individual's preference for a particular outcome
 b) Salary
 c) Supervision
 d) Knowledge of planning
- (xv) Select the right option:Motivators relating to the work content satisfiers are
 a) Growth
 b) Achievement and Recognition
 c) Responsibility
 d) Motivators relating to the work content satisfiers are

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Write a short note on operant conditioning (3)
 3. Write a short note on Herzberg's two factor theory (3)
 4. Explain Maslow's need hierarchy theory (3)
 5. Explain the features of transformational leadership (3)
 6. Heredity is an important factor in shaping the personality of an individual. Justify. (3)

OR

Compare between need based theory of motivation and process based theory of motivation (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Explain worklife balancing (5)
 8. Explain cognitive dissonance (5)
 9. Explain the benefits of workforce diversity (5)
 10. Why is emotional intelligence important. Explain (5)
 11. Explain the disadvantages of group decision making (5)
 12. Explain X theory (5)

OR

Explain job satisfaction and its importance (5)
