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) What is the definition of organizational behavior?

   a) The study of individual behavior within organizations
   b) The study of group behavior within organizations
   c) The study of how organizations interact with their external environment
   d) The study of how individuals and groups behave within organizations

(ii) What does the acronym OCB stand for in organizational behavior?

   a) Organizational Commitment Behavior
   b) Organizational Citizenship Behavior
   c) Organizational Cooperation Behavior
   d) Organizational Conflict Behavior

(iii) What does organizational attitude refer to?

   a) Individual employee's personal opinions
   b) Collective mindset and feelings of employees toward the organization
   c) Management's perspective on employee performance
   d) External stakeholder's perception of the organization

(iv) Which leadership theory emphasizes the importance of building strong relationships between leaders and followers?

   a) Transactional leadership theory
   b) Leader-member exchange theory
   c) Path-goal theory
   d) Contingency theory

(v) Who proposed the theory of participative leadership?

   a) Douglas McGregor
   b) Kurt Lewin
   c) Robert House
   d) Victor Vroom

(vi) According to the charismatic leadership theory, what is a characteristic of charismatic leaders?

a) Transactional exchanges
b) Inspirational appeal
c) Laissez-faire approach
d) Hierarchical structure

(vii) Who proposed the situational leadership theory?

a) Kurt Lewin
b) Douglas McGregor
c) Paul Hersey and Kenneth Blanchard
d) Fred Fiedler

(viii) What role does organizational culture play in attracting and retaining talent?

a) It drives away potential candidates
b) It fosters a positive employer brand and reputation
c) It promotes discrimination and bias
d) It encourages unethical hiring practices

(ix) What is the term for the tendency of individuals to exert less effort when working in a group than when working alone?

a) Social loafing
b) Groupthink
c) Team synergy
d) Group polarization

(x) Identify the benefit of diversity within work teams.

a) Decreased creativity
b) Increased conformity
c) Enhanced problem-solving capabilities
d) Decreased conflict resolution skills

(xi) Which stage of group development is characterized by high levels of cooperation and productivity?

a) Forming
b) Storming
c) Norming
d) Performing

(xii) Define the concept of "organizational citizenship behavior" (OCB).

a) Behavior that violates organizational norms
b) Behavior that benefits the organization but is not part of an employee's formal job description
c) Behavior that is required by an employee's job description
d) Behavior that is solely focused on personal gain

(xiii) What is the primary focus of job satisfaction research?

a) Assessing the economic impact of job satisfaction
b) Identifying the factors that contribute to job satisfaction
c) Analyzing the impact of job satisfaction on organizational culture
d) Evaluating the relationship between job satisfaction and job performance

(xiv) Select the term "organizational change" refer to -

a) The stability of an organization's structure
b) The resistance to new ideas
c) The process of implementing new strategies or procedures
d) The maintenance of the status quo

(xv) Infer which cultural dimension refers to the degree to which individuals prioritize the interests of their ingroup over their interests?

a) Power distance
b) Collectivism
c) Masculinity
d) Long-term orientation

Group-B
(Short Answer Type Questions)

3 x 5=15

2. Summarize the characteristics of weak Organisational Culture. (3)
3. Explain Alderfer's Theory of Motivation. (3)
4. Describe the impact of job insecurity on work motivation. (3)
5. Explain the concept of organizational commitment. (3)

6. Summarise the significance of ethical leadership in addressing emerging organizational   (3)
   challenges?

<div align="center">**OR**</div>

   How does servant leadership contribute to fostering a supportive organizational culture?   (3)

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

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7. Explain McClelland's Need Theory and its implications for understanding work motivation in   (5)
    organizational settings.
8. Illustrate the 'Fielder Model' of Leadership.   (5)
9. Summarize, How does Transformational Leadership Theory contribute to our understanding of (5)
    leadership effectiveness in organizational psychology?
10. Predict the various emerging ethical considerations and challenges facing organizations in   (5)
    managing organizational behavior in an increasingly interconnected and globalized world.
11. Discuss the role of conflict resolution in organizational behavior.   (5)
12. Evaluate the role of leadership in facilitating team effectiveness and cohesion in organizational (5)
    behavior.

<div align="center">**OR**</div>

   Summarize the role of communication in fostering effective teamwork in organizational   (5)
   settings. What communication strategies are most effective for promoting collaboration and
   information sharing among team members?

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