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BRAINWARE UNIVERSITY

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Term End Examination 2025-2026

Programme – B.Sc.(PSY)-Hons-2023/B.Sc.(PSY)-Hons-2024/B.Sc.(PSY)-Hons-2025

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 meaning of the term 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) Indicate the leadership style that involves a high level of control and little input from subordinates.

- | | |
|-----------------------------|--------------------------------|
| a) Democratic leadership | b) Autocratic leadership |
| c) Laissez-faire leadership | d) Transformational leadership |

(iii) select 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 |

(iv) Select what a positive organizational attitude is often associated with.

- | | |
|---------------------------|---------------------|
| a) High employee turnover | b) Low productivity |
| c) High job satisfaction | d) Lack of teamwork |

(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 employees 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 role played by emotional intelligence in shaping future organizational behavior.
- a) Decreased emphasis on interpersonal skills b) Limited importance in leadership effectiveness
 - c) Enhanced teamwork and conflict resolution d) Minimal impact on employee engagement
- (xi) Identify the emerging trend that focuses on leveraging technology to enhance employee performance and satisfaction.
- a) Traditional performance appraisal b) Technostress management
 - c) Flexible work arrangements d) Centralized decision-making
- (xii) Select the factor that is driving the increased emphasis on diversity and inclusion in organizational behavior.
- a) Homogeneous workforce preferences b) Limited global connectivity
 - c) Legal mandates and societal expectations d) Narrow focus on individual performance
- (xiii) Indicate an emerging trend in organizational behavior.
- a) Hierarchical structure b) Individualism
 - c) Virtual teamwork d) Traditional leadership
- (xiv) Select which attitude shows an employee's sense of obligation to stay with the organization.
- a) Affective commitment b) Continuance commitment
 - c) Normative commitment d) Job involvement
- (xv) Select the emerging trend in Organizational Behavior that focuses on managing uncertainty and interdependent systems:
- a) Standardization b) Complexity management
 - c) Centralization d) Rigid hierarchy

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Explain the nature of Organizational Behaviour. (3)
3. Describe Custodial Model of Organizational Behaviour. (3)
4. Describe the Collegial Model of Organizational Behaviour. (3)
5. Explain the concept of organizational commitment. (3)
6. Write about the characteristics of Organisational Culture. (3)

OR

Express about the various types of Organisational Culture. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Illustrate the influence of individual differences on work motivation within organizations. (5)

8. Describe how Alderfer's ERG theory differs from Maslow's Hierarchy of Needs theory in explaining work motivation. (5)
9. Describe Herzberg's Two-Factor Theory and its impact on understanding work motivation in organizational behavior. (5)
10. Describe the role that remote work and virtual collaboration play in influencing organizational behavior in today's workplace. (5)
11. Compare and contrast Transformational and Transactional Leadership theories in terms of their effectiveness in achieving organizational goals and motivating employees. (5)
12. Infer the 'Managerial Grid Model' of Leadership. (5)

OR

Justify the 'Fielder Model' of Leadership. (5)

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