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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MCA (Integrated)

SEM: V - THEORY EXAMINATION (2024- 2025)

Subject: Organizational Behavior

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.

2. Maximum marks for each question are indicated on right -hand side of each question.

3. Illustrate your answers with neat sketches wherever necessary.

4. Assume suitable data if necessary.

5. Preferably, write the answers in sequential order.

6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

20

1. Attempt all parts:-

- 1-a. Organizational Behavior is the study of how people interact within groups in a workplace ____ of the following is not typically a focus of Organizational Behavior.(CO1, K1) 1
- (a) Government regulations
- (b) Individual attitudes and behaviors
- (c) Group dynamics
- (d) Organizational structure
- 1-b. ____ term in Organizational Behavior refers to the shared values, beliefs, and norms that influence how employees behave in an organization.(CO1,K2) 1
- (a) Organizational Culture
- (b) Organizational Commitment
- (c) Job Satisfaction
- (d) Work Ethics
- 1-c. ____ type of group is formed naturally and based on close personal relationships, such as family and friends.(CO2,K2) 1
- (a) Primary group
- (b) Secondary group
- (c) Formal group
- (d) Reference group

- 1-d. A group established to complete a specific task or achieve a particular goal is known as a _____.(CO2,K1) 1
- (a) Informal group
 - (b) Task group
 - (c) Primary group
 - (d) Interest Group
- 1-e. Intrinsic motivation refers to _____.(CO3,K2) 1
- (a) Motivation driven by external rewards
 - (b) Motivation based on internal satisfaction and interest
 - (c) Motivation from fear of punishment
 - (d) Motivation solely for financial benefits
- 1-f. Extrinsic motivation involves _____.(CO3,K2) 1
- (a) Self-driven behaviors based on personal satisfaction
 - (b) External factors like rewards or punishments influencing behavior
 - (c) A lack of any clear motivation
 - (d) Internalized goals not tied to rewards
- 1-g. ____ of the following is considered one of the most important qualities of a good leader.(CO4,K2) 1
- (a) Technical skills
 - (b) Creativity
 - (c) Communication skills
 - (d) Physical strength
- 1-h. ____ leadership style involves a leader making decisions independently with little or no input from others.(CO4,K4) 1
- (a) Autocratic
 - (b) Democratic
 - (c) Laissez-faire
 - (d) Transformational
- 1-i. ____ power considered an essential element in organizational behavior.(CO5,K3) 1
- (a) It helps in influencing decisions and achieving goals.
 - (b) It determines who gets promoted.
 - (c) It maintains a high level of employee satisfaction.
 - (d) It guarantees job security for everyone
- 1-j. ____ role does organizational power play in conflict resolution.(CO5,K1) 1
- (a) It helps prevent all conflicts from arising.
 - (b) It provides the ability to mediate and influence outcomes in disputes.
 - (c) It helps individuals use authority to control all conflicts.
 - (d) It causes conflicts to become more intense and harder to resolve.

2. Attempt all parts:-
- 2.a. Define Organizational Behaviour.(CO1,K1) 2
- 2.b. Define Group.(CO2,K2) 2
- 2.c. Define Intrinsic Motivation.(CO3,K2) 2
- 2.d. Define Autocratic leadership style.(CO4,K2) 2
- 2.e. Define Expert Power.(CO5,K2) 2

SECTION-B

30

3. Answer any five of the following:-

- 3-a. Bring out the need and importance of organizational behaviour.(CO1,K2) 6
- 3-b. Describe the Nature of Organisational Behaviour.(CO1,K2) 6
- 3-c. Explain any 6 types of Groups.(CO2,K2) 6
- 3-d. Explain the Forming stage of Tuckman's model.(CO2,K2) 6
- 3.e. Explain the types of Motivation.(CO3,K2) 6
- 3.f. Explain the concept of leadership and discuss its importance in an organization.(CO4,K2) 6
- 3.g. Explain the different six types of power in an organization.(CO4,K2) 6

SECTION-C

50

4. Answer any one of the following:-

- 4-a. Explain the concept of the Autocratic Model of Organizational Behavior. Discuss its advantages and disadvantages in terms of employee motivation and organizational performance.(CO1,K2) 10
- 4-b. Analyze the Collegial Model of Organizational Behavior. How does this model promote teamwork and collaboration, and explain its potential challenges in a competitive organizational environment.(CO1.K4) 10

5. Answer any one of the following:-

- 5-a. Explain the concept of group dynamics. Explain how do factors such as group size, composition, and structure influence group performance and decision-making.(CO2,K2) 10
- 5-b. Discuss the advantages and disadvantages of teamwork in organizations. Explain how can organizations create an environment that fosters collaboration and minimizes the challenges associated with teamwork.(CO2,K1) 10

6. Answer any one of the following:-

- 6-a. Explain Maslow's Hierarchy of Needs theory. Discuss how understanding this theory can help managers motivate employees in different stages of their personal and professional development.(CO3,K2) 10
- 6-b. Describe Herzberg's Two-Factor Theory of Motivation. Explain how motivators and hygiene factors affect job satisfaction and employee motivation in an organizational context.(CO3,K1) 10

7. Answer any one of the following:-

- 7-a. Describe the transformational leadership style. Provide examples of how transformational leaders motivate their followers.(CO4,K1) 10
- 7-b. Discuss situational leadership. Explain how a leader can adapt their style based on the situation and follower readiness.(CO4,K2) 10
8. Answer any one of the following:-
- 8-a. Define organizational politics.Explain how it manifests in day-to-day organizational activities, and what impact it has on employee behavior.(CO5,K2) 10
- 8-b. Discuss the relationship between organizational politics and power. Explain how political behaviors help individuals or groups gain and maintain power within an organization.(CO5,K2) 10

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