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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

B.Tech

SEM: VII - THEORY EXAMINATION (2024- 2025)

Subject: Human Psychology and Organizational Behaviour

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. Stereotyping generally affects the _____.CO1 (K1) 1
- (a) Organization Structure
- (b) Behavior
- (c) Interpersonal Relations
- (d) Communication
- 1-b. _____ refers to evaluative statements or judgments concerning objects, people, or events.CO1(K1) 1
- (a) Attitude
- (b) Behavior
- (c) Appearance
- (d) Demeanor
- 1-c. Hierarchy of needs was propounded by _____.CO2 (K2) 1
- (a) Herzberg
- (b) Vroom
- (c) Maslow
- (d) Alderfer
- 1-d. _____ refers to the basic changes in the content and responsibilities of job so as to satisfy higher motivational needs.CO2 (K2) 1
- (a) Job Enrichment

- (b) Job Enlargement
 - (c) Job rotation
 - (d) Job redesigning
- 1-e. _____ is the Win-Lose approach of conflict.CO3 (K2) 1
- (a) Accomodating
 - (b) Competing
 - (c) Compromising
 - (d) Avoiding
- 1-f. _____ of the following methods is used to solve intergroup conflicts indirectly.CO3 (K3) 1
- (a) Avoidance
 - (b) Encouragement
 - (c) Bargaining
 - (d) All of the Above
- 1-g. Group dynamics refer to in the context of social psychology.CO4 (K2) 1
- (a) The study of individual behaviour
 - (b) The study of interactions within a group
 - (c) The study of organizational structures
 - (d) The study of cultural norms
- 1-h. During which stage of group development do conflicts often arise as members establish their roles and challenge the group direction.CO4 (K2) 1
- (a) Forming stage
 - (b) Storming stage
 - (c) Norming stage
 - (d) Performing stage
- 1-i. _____ defines a person's ideas, thoughts, knowledge, interpretation, understanding about himself and environment.CO5 (K2) 1
- (a) Cognition
 - (b) Research
 - (c) Application
 - (d) All of the above
- 1-j. Classical conditioning coined by _____.CO5 (K2) 1
- (a) Pavlov
 - (b) Skinner
 - (c) F W Taylor
 - (d) Peter F Drucker

2. Attempt all parts:-

- 2.a. Define attribution.CO1 (K1) 2

- 2.b. Name the components in Vroom theory.CO2 (K2) 2
- 2.c. Explain the two major types of conflict in the workplace. CO3 (K3) 2
- 2.d. Define the term Organisational Politics.CO4 (K2) 2
- 2.e. List out the features of Transformational leadership.CO5 (K2) 2

SECTION-B

30

3. Answer any five of the following:-

- 3-a. 'Organisational Behaviour is an applied behavioural science based on contributions from numerous behavioural disciplines' Discuss the statement.CO1 (K1) 6
- 3-b. Explain Halo,Horne & Stereotyping. CO1 (K1) 6
- 3-c. Discuss any one content theory of motivation.CO2 (K2) 6
- 3-d. Explain Johari window as a tool of self-awareness.CO2 (K2) 6
- 3.e. Discuss the conflict management techniques at a workplace.CO3 (K1) 6
- 3.f. Discuss the concept of Group focused and team focus organisation with suitable example.CO4 (K2) 6
- 3.g. Differentiate operant conditioning and classical conditioning.CO5 (K2) 6

SECTION-C

50

4. Answer any one of the following:-

- 4-a. Explain the importance of perception and discuss the factors influencing perception. CO1 (K1) 10
- 4-b. Discuss different types of perception error in detail. CO1 (K1) 10

5. Answer any one of the following:-

- 5-a. Explain Maslow's theory of motivation. How can this theory help managers in motivating employees.CO2 (K2) 10
- 5-b. Describe the types of Transactions in TA, and explain why transactions are successful.CO2 (K2) 10

6. Answer any one of the following:-

- 6-a. Discuss the role of mindfulness and stress reduction techniques in the workplace. Evaluate the effectiveness of incorporating mindfulness programs into organizational culture and the potential benefits for employee well-being.CO3 (K4) 10
- 6-b. Examine the role of leadership in addressing and managing conflicts within teams. Discuss how different leadership styles can either escalate or de-escalate conflicts. Provide examples of successful conflict resolution strategies employed by effective leaders.CO3 (K5) 10

7. Answer any one of the following:-

- 7-a. Explain the concept of social influence within informal groups. How do group members influence each other behaviour, opinions, and decisions.CO4 (K2) 10
- 7-b. Explain the various sources of power that individuals can draw upon in the 10

workplace, such as legitimate, expert, referent, reward, and coercive power. How do these sources influence interpersonal dynamics.CO4 (K2)

8. Answer any one of the following:-

- 8-a. State the different leadership theories. and also discuss the leadership situational model.CO5 (K2) 10
- 8-b. Discuss the primary factors contributing to resistance to change in organizations and propose concise strategies for managing and overcoming this resistance.CO5 (K1) 10

REG:JULY_DEC-2024