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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA (Integrated)

SEM: II - THEORY EXAMINATION (2025 - 2026)

Subject: Organizational Behaviour

Time: 2.5 Hours

Max. Marks: 60

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

15

1. Attempt all parts:-

- (1.1) _____ discipline provides OB with insights into how people learn and adapt? (CO1, K1) 1
- (a) Psychology
- (b) Sociology
- (c) Mathematics
- (d) Political science
- (1.2) Which attitude is specifically related to job satisfaction?(CO2, K1) 1
- (a) Political attitude
- (b) Agression
- (c) Organisational Commitment
- (d) Cultural bias
- (1.3) Extrinsic motivation comes from:(CO3, K1) 1
- (a) Personal satisfaction
- (b) External rewards
- (c) Self-motivation
- (d) Learning
- (1.4) Formal groups are created to:(CO4, K1) 1
- (a) Socialize
- (b) Perform organizational tasks
- (c) Reduce workload
- (d) Increase conflict

- (1.5) The laissez-faire leadership style is best described as:(CO5, K1) 1
- (a) Highly directive
 - (b) Hands-off approach
 - (c) Reward-based
 - (d) Strict supervision

2. Attempt all parts:-

- (2.1) Distinguish between individual behavior and group behavior in OB.(CO1, K4) 2
- (2.2) Define the term reinforcement in learning.(CO1, K2) 2
- (2.3) List two limitations of Maslow's Hierarchy of Needs.(CO3, K2) 2
- (2.4) Mention two disadvantages of informal groups in an organization.(CO4, K2) 2
- (2.5) Give the meaning of coaching in the Hersey Blanchard model of the contingency theory of leadership.(CO5, K2) 2

SECTION-B

15

3. Answer any three of the following:-

- (3.1) "The millennial and Gen Z workforce is redefining organizational behavior." Examine the unique OB challenges posed by younger generations in the workplace.(CO1, K4) 5
- (3.2) Differentiate between stereotyping and projection. Give suitable examples.(CO2, K4) 5
- (3.3) "Vroom's Expectancy Theory emphasizes the importance of perceived outcomes." Analyze how this theory influences employee expectations and performance.(CO3, K4) 5
- (3.4) Explain the various types of formal groups.(CO4, K2) 5
- (3.5) Identify and explain the best suited leadership style in a crisis situation.(CO5, K2) 5

SECTION-C

30

4. Answer any one of the following:-

- (4.1) Illustrate with examples how OB principles can be applied to resolve employee conflicts, improve communication, and foster teamwork in the workplace.(CO1, K2) 6
- (4.2) A small startup quickly expanded and hired many new employees. However, misunderstandings and coordination problems started affecting performance. The founder, who had a technical background, realized the need to study OB. Why is OB important in managing growing organizations? Illustrate with examples from the case.(CO1, K3) 6

5. Answer any one of the following:-

- (5.1) A new employee learns workplace norms by observing a senior colleague's interactions and adapting accordingly. Which learning theory is being demonstrated here? Explain its relevance to organizational behavior.(CO2, K4) 6
- (5.2) "The Big Five Personality Traits provide a comprehensive framework for understanding behavior at work." Describe each trait and explain its relevance in predicting job performance.(CO2, K2) 6

6. Answer any one of the following:-

- (6.1) Your team members are demotivated due to repetitive tasks. Highlight the motivational strategies you would implement to re-engage them.(CO3, K3) 6
- (6.2) Neha is a hardworking employee in the finance department. She often stays late to complete her work and helps her teammates when needed. Despite her efforts, her manager rarely acknowledges her contributions. Over time, Neha's enthusiasm has dropped, and she now does only the bare minimum. 1. What motivational issue is Neha facing? 2. Explain the motivational theory that best explains her theory.(CO3, K4) 6
7. Answer any one of the following:-
- (7.1) Two team members in a research group believe they should lead the team. This has created tension and slowed down progress as both often contradict each other's directions and compete for influence. Discuss the role of group dynamics to make the team work better.(CO4, K2) 6
- (7.2) Discuss the major assumptions of the Trait Theory of leadership.(CO4, K2) 6
8. Answer any one of the following:-
- (8.1) Explain the characteristics and effectiveness of democratic leadership style.(CO5, K2) 6
- (8.2) An organization is going through a major change. Explain how should a leader manage resistance and ensure a smooth transition.(CO5, K2) 6