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

BBA

SEM: II - THEORY EXAMINATION (2025 - 2026)

Subject: Organizational Behavior & Design

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) Name a trend that supports employee well - being in OB. (CO1, K2)

1

- (a) Unlimited overtime
- (b) Mental health programs
- (c) Reduced benefits
- (d) Absence of break time

(1.2) The factor that most influences the formation of personal values is _____. (CO2, K2)

1

- (a) Office layout
- (b) Family and culture
- (c) Corporate policy
- (d) Meeting schedules

(1.3) _____ is used to describe the internal drive that stimulates behavior toward a goal. (CO3, K2)

1

- (a) Emotion
- (b) Motivation
- (c) Satisfaction
- (d) Engagement

(1.4) Name the type of group that arises spontaneously from social interactions. (CO4, K2)

1

- (a) Task group
- (b) Formal group
- (c) Informal group

- (d) Command group
- (1.5) The benefit of improving quality of work life is _____. (CO5, K2) 1
- (a) Reduced costs only
- (b) Increased employee turnover
- (c) Improved employee morale
- (d) Higher customer complaints

2. Attempt all parts:-

- (2.1) Enumerate any two challenges in Organizational Behavior. (CO1, K2) 2
- (2.2) Explain Individual Behavior. (CO2, K2) 2
- (2.3) Name the two factors in Herzberg's theory. (CO3, K1) 2
- (2.4) Justify the statement 'Change is Inevitable'. (CO4, K2) 2
- (2.5) Describe Organizational Culture. (CO5, K2) 2

SECTION-B

15

3. Answer any three of the following:-

- (3.1) Enumerate the recent trends in Organizational behaviour. (CO1, K2) 5
- (3.2) Illustrate the Perceptual Process in detail with the help of a diagram. (CO2, K3) 5
- (3.3) Discuss the different types of Motivation with examples. (CO3, K2) 5
- (3.4) Describe the stages of Group Formation. (CO4, K2) 5
- (3.5) Differentiate between Structural Change and Strategic Change. (CO5, K4) 5

SECTION-C

30

4. Answer any one of the following:-

- (4.1) Discuss the factors influencing OB. (CO1, K2) 6
- (4.2) Trace the historical development of the concept of 'Organizational behavior' and state its importance. (CO1, K3) 6

5. Answer any one of the following:-

- (5.1) Explain Managerial and Behavioral Implications of Perception. (CO2, K2) 6
- (5.2) Establish the relationship between Attitudes and Opinions, also discuss how these are formed. (CO2, K3) 6

6. Answer any one of the following:-

- (6.1) Distinguish between Job Rotation, Job Enrichment and Job Enlargement. (CO3, K4) 6
- (6.2) Critically evaluate the 'Maslow's Hierarchy of Needs' theory in the context of modern organizations. (CO3, K5) 6

7. Answer any one of the following:-

- (7.1) Analyze the reasons for resistance to Change and suggest techniques to overcome resistance. (CO4, K4) 6
- (7.2) Identify and explain the different types of teams commonly found in organizations. (CO4, K2) 6

8. Answer any one of the following:-

- (8.1) Write descriptive notes on : 1) Quality of work life 2) Organizational Development (CO5, K2) 6

- (8.2) Analyze the impact of Organizational Culture and climate on employee performance. Support your answers with suitable examples. (CO5, K4)

REG_JAN_JUNE_2026