

Online PGDM

First Year, Trimester 1, June 2023

Course Name : Organization Behavior

Max Marks : 70

Course Code : 1103

Max Time : 2 hrs

Instructions for Students:

1. Attempt all questions
2. Short answer type questions are expected to be answered in about 200 words
3. Long answer type questions are expected to be answered in about 400 words

Section A : Objective Type Questions

Max. Marks-20

Multiple Choice Questions:

1. As a manager, one of the duties of Jayesh is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Jayesh acting in when he does this?
 - a. leadership role
 - b. liaison role
 - c. monitor role
 - d. figurehead role
2. What approach involves managers centering their decisions on the best available scientific data?
 - a. intuition
 - b. organizational behavioral studies
 - c. substantive evidence approach
 - d. evidence based management
3. Which behavioral science discipline is the most focused, on understanding individual behavior?
 - a. sociology
 - b. social psychology
 - c. psychology
 - d. anthropology
4. The belief that “violence is wrong” is an evaluative statement. Such an opinion constitutes the _____ component of an attitude.
 - a. cognitive
 - b. affective
 - c. reflective
 - d. behavioral
5. Which of the following is an example of an attitude?
 - a. Satisfaction with a job well done.
 - b. The observation that most dogs have four legs.

- c. The opinion that it is never acceptable to steal.
 - d. Anger at being unfairly accused of a wrongdoing.
6. Why should managers be interested in their employees' attitudes?
- a. They result from behavior.
 - b. They cause problems.
 - c. They give warnings of potential problems.
 - d. They are generally low.
7. Which of the following statements about the determinants of personality is true?
- a. Personality appears to have no determinants.
 - b. Personality appears to be a result of mainly environmental factors.
 - c. Personality appears to be a result of mainly hereditary factors.
 - d. Personality appears to be a result of both hereditary and environmental factors.
8. Which of the following is not true about our perceptions of a target?
- a. Objects that are close together will be perceived together rather than separately.
 - b. Persons that are similar to each other tend to be grouped together.
 - c. Targets are usually looked at in isolation.
 - d. Motion, sounds, size, and other attributes of a target shape the way we see it
9. Suneeta wants to become a surgeon, not only because achieving this goal will give her self-respect and autonomy, but also because she wants a job with high status and recognition from others. Which of Maslow's needs is Suneeta trying to fill?
- a. self-actualization
 - b. social
 - c. esteem
 - d. psychological
10. Desires for associations with those who are significant to us, such as family members, supervisors, and friends, are examples of Alderfer's _____ needs.
- a. existence
 - b. relatedness
 - c. association
 - d. esteem

True/ False:

- 11. Behavior is generally predictable, and the systematic study of behavior is a means to making reasonably accurate predictions.
- 12. The difference between the amount of rewards workers receive, and the amount they believe they should receive is termed job satisfaction.
- 13. A person with a high level of job satisfaction holds positive attitudes toward the job.
- 14. The more consistent the behavior, the more the observer is inclined to attribute it to internal causes.
- 15. Individuals with a high need to achieve prefer job situations with personal responsibility, feedback, and an intermediate degree of risk
- 16. Self-efficacy refers to an individual's belief that he or she is capable of performing a task.
- 17. In the past, emotions were rarely viewed as being constructive.
- 18. When an individual is confronted by divergent role expectations, the result is role divergence.
- 19. Teams make most sense to employ when the tasks to be accomplished are independent of one another.

20. If you place your opponent's interest above your own, you are engaging in collaborating.

Section B : Subjective Type Questions (Short Answer Questions)

Max. Marks-10

21. How have the fields of psychology and sociology contributed to our understanding of organizational behavior? Give one example each.
22. Identify and differentiate motivators from hygiene factors at your workplace. Discuss their impact on retention of employees.

Section C : Subjective Type Questions (Long Answer Questions)

Max.Marks-40

23. What strategies can organizations employ to foster a positive and inclusive culture that promotes collaboration, innovation, and employee well-being?
24. Describe the organization structure of an organization that you have experienced personally. Discuss the pros and cons of the same. Which alternate structure type you would propose to make it more effective?
25. What are the main challenges faced by organizations when adopting new technologies, and how can they effectively manage these challenges to ensure a successful organizational change? Discuss a situation where you came across this challenge.
26. What are the key factors that contribute to the effectiveness of teams within organizations, and how can leaders foster a collaborative and high-performing team environment that maximizes productivity, innovation, and overall success?

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