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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: I - THEORY EXAMINATION (2023-2024)

Subject: Organization Behaviour and Design

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. _____ theory is based on these elements: Valence, Expectancy, Instrumentality. (CO1)

1

(a) Expectancy Theory

(b) Valence Theory

(c) ERG theory

(d) Self-efficacy theory

1-b. _____ motivation arise from outside. (CO1)

1

(a) Intrinsic

(b) Environmental

(c) Extrinsic

(d) None of these

1-c. A charismatic leader's ___ is the key to follower acceptance. (CO2)

1

(a) Energy

(b) History with the organisation

(c) Credentials

(d) Vision

1-d. A group of people working with common objectives or goals is known as a _____ . (CO2)

1

(a) Club

- (b) Team
 - (c) Anchors
 - (d) Employees
- 1-e. Power based on access to resources and rewards are known as _____ power. 1
(CO3)
- (a) Referent power
 - (b) legitimate power
 - (c) Reward power
 - (d) Coercive power
- 1-f. The form of negotiation in which the negotiation is facilitated by a neutral third party is _____. (CO3) 1
- (a) Mediation
 - (b) Agent or advocate-assisted negotiation
 - (c) Nonbinding evaluation
 - (d) Arbitration
- 1-g. The process of dividing the work and then grouping them into units and subunits for the purpose of administration is known as _____. (CO4) 1
- (a) Departmentation
 - (b) Organisation structure
 - (c) Committee
 - (d) All of the above
- 1-h. _____ is the right of a superior to give orders to subordinates, take decisions etc. (CO4) 1
- (a) Authority
 - (b) Responsibility
 - (c) Accountability
 - (d) None of the above
- 1-i. When people do not want to accept the change, it is called _____ to change. 1
(CO5)
- (a) Resistance
 - (b) Acceptance
 - (c) Avoidance
 - (d) All of these
- 1-j. Organization Development is aimed at _____. (CO5) 1
- (a) Enhancing congruence between organizational structure, processes, strategy, people and culture
 - (b) Developing new and creative organizational solutions
 - (c) Developing the organization's self renewing capacity
 - (d) All of the above

2. Attempt all parts:-
- 2.a. Define Personality. (CO1) 2
- 2.b. Enlist traits of an effective leader. (CO2) 2
- 2.c. Give an example of expert power. (CO3) 2
- 2.d. State a difference between line and staff organization. (CO4) 2
- 2.e. Define Planned Change. (CO5) 2

SECTION-B

30

3. Answer any five of the following:-

- 3-a. Differentiate Type A Personality from Type B Personality. (CO1) 6
- 3-b. Define Attitude and discuss its components. (CO1) 6
- 3-c. Discuss the Leadership styles with examples. (CO2) 6
- 3-d. Explain the Perception process with the help of a diagram. (CO2) 6
- 3.e. Explain the causes and consequences of political behavior. (CO3) 6
- 3.f. Discuss the role of management in creating a favourable climate and culture. (CO4) 6
- 3.g. State the approaches to manage Change. (CO5) 6

SECTION-C

50

4. Answer any one of the following:-

- 4-a. Compare Maslow's need hierarchy theory with Herzberg's two-factor theory of motivation. (CO1) 10
- 4-b. Explain the traits of Big Five Personality model. Besides Big five traits, what other personality traits are relevant to OB. (CO1) 10

5. Answer any one of the following:-

- 5-a. Discuss Tuckman model of Team Development with a help of an example. (CO2) 10
- 5-b. Differentiate Leaders from Managers. Discuss the Leadership Grid model of leadership behaviour. (CO2) 10

6. Answer any one of the following:-

- 6-a. Identify five bases of power, and provide an example of each. Which base (or bases) of power do you feel would be most commonly found in organizations? (CO3) 10
- 6-b. Discuss the types of conflict commonly found in organizations, and strategies to resolve them. (CO3) 10

7. Answer any one of the following:-

- 7-a. 'The success of an organization depends upon the organizational culture.' Do you agree with this statement? Discuss with appropriate examples. (CO4) 10
- 7-b. Describe the different Organizational structures with examples. (CO4) 10

8. Answer any one of the following:-

- 8-a. Explain in detail the phases of Organizational Change. Also highlight the 10

strategies used in the each stage. (CO5)

- 8-b. “Organizational change can be planned or unplanned.” Explain the role of environment in various types of planned and unplanned changes with example. (CO5) 10

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