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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

BBA

SEM: II - THEORY EXAMINATION (2024 - 2025)

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-a. _____ is a personal factor influencing OB. (CO1, K2) 1

- (a) Perception
- (b) Organisational structure
- (c) Industry trends
- (d) Personal goals

1-b. The attitude that reflects an employee's emotional attachment to the organization is _____. (CO2, K1) 1

- (a) Normative commitment
- (b) Affective commitment
- (c) Behavioral commitment
- (d) Structural loyalty

1-c. _____ 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-d. The study that deals with the interaction and behaviors within a group is _____. (CO4, K2) 1

(a) Group polarity	
(b) Group dynamics	
(c) Groupthink	
(d) Organisational theory	
1-e. _____ is a psychological reason for resistance to change. (CO5, K2)	1
(a) Fear of the unknown	
(b) Financial bonus	
(c) Clear communication	
(d) Job promotion	
2. Attempt all parts:-	
2.a. List any two characteristics of Organisational Behavior. (CO1, K1)	2
2.b. Describe Attitude. (CO2, K2)	2
2.c. Name the two factors in Herzberg's theory. (CO3, K1)	2
2.d. Differentiate between formal and informal groups. (CO4, K2)	2
2.e. Explain the concept of organizational culture. (CO5, K2)	2
SECTION-B	15
3. Answer any <u>three</u> of the following:-	
3-a. Explain what is Organizational Behavior. Discuss the factors affecting OB. (CO1, K2)	5
3-b. Describe Big 5 personality traits. (CO2, K2)	5
3-c. Assess the relevance of Maslow's Hierarchy of needs theory in motivation. (CO3, K5)	5
3-d. Explain all the stages of Group Formation. (CO4, K2)	5
3.e. Critically different types of OD interventions used in organizations. (CO5, K4)	5
SECTION-C	30
4. Answer any <u>one</u> of the following:-	
4-a. Discuss the factors influencing OB. (CO1, K2)	6
4-b. Explain the significance of Organizational behavior with reference to Understanding, forecasting and monitoring Human Behavior. (CO1, K2)	6
5. Answer any <u>one</u> of the following:-	
5-a. Briefly explain the process of Perception through diagrammatic presentation. (CO2, K2)	6
5-b. Discuss the 'Big 5 personality traits.' (CO2, K2)	6
6. Answer any <u>one</u> of the following:-	
6-a. Distinguish between Job Enlargement and Job Enrichment. Explain their impact on employee involvement and engagement. (CO3, K3)	6
6-b. Analyze the different types of Motivation and its impact on employee performance. (CO3, K4)	6

7. Answer any one of the following:-

7-a. As a manager of an already established company, how would you manage resistance to change? Suggest appropriate strategies. (CO4, K3) 6

7-b. Briefly describe the importance of Organizational Change in context of Technology advancement. (CO4, K2) 6

8. Answer any one of the following:-

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

8-b. Analyze the reasons for resistance to change. How can resistance be managed? (CO5, K4) 6

REG:JAN_JUN-2025