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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MCA (Integrated)

SEM: V - THEORY EXAMINATION (2024- 2025)

Subject: Organizational Behavior

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**

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1. Attempt all parts:-

- 1-a. ____organizational model emphasizes strict hierarchy, a clear chain of command, and specialized roles.(CO1,K1) 1
- (a) Matrix Model
- (b) Organic Model
- (c) Bureaucratic Model
- (d) Network Model
- 1-b. In the autocratic model of organization, the primary basis of employee behavior is____.(CO1,K2) 1
- (a) Self-discipline
- (b) Team collaboration
- (c) Employee ownership
- (d) Compliance with authority
- 1-c. ____type of group is typically characterized by large, impersonal, and goal-oriented interactions, like a workplace.(CO2,K2) 1
- (a) Secondary group
- (b) Primary group
- (c) Task group
- (d) Interest Group
- 1-d. In an organization, a team created to work on a temporary project is an example of 1

- a_____.(CO2,K1)
- (a) Formal group
 - (b) Reference group
 - (c) Informal group
 - (d) Peer group
- 1-e. _____of the following is not a characteristic of motivated individuals.(CO3,K2) 1
- (a) Indifference to success or failure
 - (b) Persistence
 - (c) Direction towards goals
 - (d) High levels of effort
- 1-f. _____type of motivation focuses on avoiding negative outcomes or failure.(CO3,K2) 1
- (a) Avoidance motivation
 - (b) Intrinsic motivation
 - (c) Achievement motivation
 - (d) Extrinsic motivation
- 1-g. According to the transformational leadership theory, a leader should_____.(CO4,K1) 1
- (a) Create positive changes in the followers and inspire them
 - (b) Focus solely on the completion of tasks
 - (c) Use strict control to maintain productivity
 - (d) Limit interaction with followers
- 1-h. The ability of a leader to influence others towards achieving goals is known as_____.(CO4,K2) 1
- (a) Leadership influence
 - (b) Leadership effectiveness
 - (c) Leadership power
 - (d) Leadership authority
- 1-i. _____organizational power contribute to effective leadership.(CO5,K2) 1
- (a) It helps leaders to inspire and influence their teams to achieve organizational goals.
 - (b) It allows leaders to control every aspect of their employees' work.
 - (c) It reduces the need for employee feedback.
 - (d) It enables leaders to avoid taking responsibility for organizational outcomes.
- 1-j. The presence of power within an organization can directly influence _____of the following.(CO5,K2) 1
- (a) The frequency of team meetings.
 - (b) Organizational structure and decision-making processes.
 - (c) The amount of work done by the HR department.
 - (d) The amount of vacation time for employees.

2. Attempt all parts:-	
2.a. Compare any two nature of OB.(CO1,K4)	2
2.b. Define Informal Groups.(CO2,K2)	2
2.c. Define any two types of Motivation.(CO3,K2)	2
2.d. Define Coaching leadership style.(CO4,K2)	2
2.e. Define Legitimate Power.(CO5,K2)	2

SECTION-B

30

3. Answer any five of the following:-

3-a. Classify the various types of managerial roles.(CO1,K2)	6
3-b. Discuss the Importance of Organizational behavior.(CO1,K2)	6
3-c. Explain the importance of Group dynamics.(CO2, K2)	6
3-d. Explain the Storming stage of Tuckman's model.(CO2,K2)	6
3.e. Discuss the Maslow's Theory of Motivation.(CO3,K1)	6
3.f. Discuss the key characteristics of an effective leader.(CO4,K1)	6
3.g. Discuss how organizational politics can influence power dynamics and decision-making.(CO5,K2)	6

SECTION-C

50

4. Answer any one of the following:-

4-a. Discuss the key elements of organizational behavior and how they contribute to the overall functioning of an organization.(CO1,K2)	10
4-b. Explain the System Model of Organizational Behavior. How does it emphasize the interdependence of organizational components and affect organizational decision-making.(CO1,K2)	10

5. Answer any one of the following:-

5-a. Discuss the stages of group development according to Tuckman's model (forming, storming, norming, performing, and adjourning). Elaborate how can managers support groups through these stages to enhance effectiveness.(CO2,K2)	10
5-b. Analyze the impact of group cohesiveness on group performance. Explain how a high level of cohesiveness affects productivity, and what are the potential drawbacks of too much cohesiveness.(CO2,K4)	10

6. Answer any one of the following:-

6-a. Define motivation and explain its importance in individual and organizational performance. Discuss the key factors that influence motivation in the workplace.(CO3,K1)	10
6-b. Elaborate Vroom's Expectancy Theory. Explain its components—expectancy, instrumentality, and valence—and how managers can use this theory to motivate employees.(CO3,K2)	10

7. Answer any one of the following:-

7-a. Define leadership. Discuss the key characteristics of an effective leader.(CO4,K2)	10
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- 7-b. Analyze the role of communication in leadership. Discuss both verbal and non-verbal communication skills that a leader must develop.(CO4,K4) 10
8. Answer any one of the following:-
- 8-a. Discuss the five bases of power . Provide examples of each power type within an organizational context.(CO5,K2) 10
- 8-b. Analyze the ethical implications of power in organizational settings. Can power be used ethically, and what are the consequences of unethical use of power.(CO5,K4) 10

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