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

B.Tech

SEM: VII - THEORY EXAMINATION (2025 - 2026)

Subject: Human Psychology and Organizational Behaviour

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. Shared organizational values are _____ (CO1, K2) 1
- (a) unconscious, affective desires or wants that guide society's behavior
- (b) influenced by international values
- (c) different for the various components of a diverse work force
- (d) a myth
- 1-b. Forces affecting organizational behavior are _____ (CO1, K2) 1
- (a) People
- (b) Environment
- (c) Technology
- (d) All of the above
- 1-c. Hierarchy of needs was propounded by _____. (CO2, K1) 1
- (a) Herzberg
- (b) Vroom
- (c) Maslow
- (d) Alderfer
- 1-d. The Johari Window model can help individuals: (CO2, K1) 1
- (a) Understand their own strengths and weaknesses
- (b) Develop effective communication skills
- (c) Build stronger relationships with others
- (d) All of the above
- 1-e. The first thing that has to be done when resolving a conflict with someone is to: 1

(CO3,K2)

- (a) Assertatively state your perspective
 - (b) Listen to their perspective
 - (c) Slap some sense into them
 - (d) Brainstorm possible solutions
- 1-f. The symptom of short-term stress is _____.(CO3, K1) 1
- (a) Rapid Breathing
 - (b) Digestive Problems
 - (c) Excessive Tiredness
 - (d) Mood Changes
- 1-g. In the adjourning stage of group development, the emphasis is on:(CO4, K1) 1
- (a) Clarifying goals
 - (b) Building trust
 - (c) Achieving tasks
 - (d) Wrapping up and disbanding
- 1-h. In a group, decision-making is often: (CO4, K1) 1
- (a) Autonomous
 - (b) Leader-driven
 - (c) Consensus-based
 - (d) Task-specialized
- 1-i. High performance work system leads to _____(CO5, K2) 1
- (a) superior employee performance
 - (b) low labor costs
 - (c) safer workplaces
 - (d) less employee turnover rate
- 1-j. The leadership theories can be classified into: (CO5, K2) 1
- (a) Trait
 - (b) Situational
 - (c) Contingency
 - (d) All of the above

2. Attempt all parts:-

- 2.a. State the importance of locus of control. (CO1,K1) 2
- 2.b. Expand ERG in Alderfer theory. (CO2, K1) 2
- 2.c. Briefly describe the role of organizational culture in either exacerbating (intensify) or mitigating conflicts within a workplace.(CO3, K2) 2
- 2.d. Explain the concept of Organisational Power. (CO4, K2) 2
- 2.e. Enlist traits of an effective leader. (CO5, K1) 2

SECTION-B

30

3. Attempt all parts:-

- 3.a. Answer any one of the following:-

3.a.(i)	Discuss the nature and scope of Organisational Behaviour in the field of management with suitable examples. (CO1, K2)	6
3.a.(ii)	Explain Halo, Horns & Stereotyping. (CO1, K2)	6
3.b.	Answer any one of the following:-	
3.b.(i)	Discuss any one content theory of motivation. (CO2, K2)	6
3.b.(ii)	Discuss the determinants of Personality. (CO2, K2)	6
3.c.	Answer any one of the following:-	
3.c.(i)	Do stress management techniques actually work. (CO3, K2)	6
3.c.(ii)	Discuss the job characteristics are most likely to result in high levels of stress. (CO3, K2)	6
3.d.	Answer any one of the following:-	
3.d.(i)	Explore strategies for managing and mitigating organizational politics. How can organizations create a more transparent and fairer decision-making environment. (CO4, K3)	6
3.d.(ii)	Compare and contrast the outcomes and performance metrics typically associated with groups and teams. How do success criteria differ for these two entities. (CO4, K3)	6
3.e.	Answer any one of the following:-	
3.e.(i)	Discuss the leadership styles with examples. (CO5, K2)	6
3.e.(ii)	Explain factors required for a high-performance work team. (CO5, K2)	6
SECTION-C		50
4.	Answer any <u>one</u> of the following:-	
4-a.	Explain the importance of perception and discuss the factors influencing perception. (CO1, K2)	10
4-b.	Discuss the contribution of Organization Behavior in managing employees in a business firm. (CO1, K2)	10
5.	Answer any <u>one</u> of the following:-	
5-a.	Discuss the concept of Attitude, its nature and components. (CO2, K2)	10
5-b.	Explain the factors that influence personality and any one theory of personality in detail. (CO2, K2)	10
6.	Answer any <u>one</u> of the following:-	
6-a.	Analyze the impact of unresolved conflicts on team dynamics and organizational performance. Discuss the potential long-term consequences and propose comprehensive strategies for conflict resolution within teams. (CO3, K4)	10
6-b.	Discuss the role of emotions in negotiation during conflicts. Analyze how emotions can influence the negotiation process and outcomes, and propose strategies for managing emotions to achieve more favorable conflict resolution results. (CO3, K4)	10
7.	Answer any <u>one</u> of the following:-	
7-a.	Explain the concept of social influence within informal groups. How do group members influence each other behaviour, opinions, and decisions. (CO4, K2)	10
7-b.	Discuss the concept of empowerment in organizations. How can empowering employees enhance their job satisfaction and performance. (CO4, K2)	10

8. Answer any one of the following:-

- 8-a. Analyze the concept of resistance to change in organizations. Discuss the reasons behind resistance, its impact on organizational change initiatives, and strategies for effectively managing and mitigating resistance. (CO5, K4) 10
- 8-b. Explain Learning and types of Learning with example. (CO5, K2) 10

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