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

M.Tech Integrated

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. "Girls are not good at sports" is an example of _____ (CO1, K2) 1
- (a) Perception
- (b) Halo effect
- (c) Stereotyping
- (d) Individual Personality
- 1-b. Suspending an employee for dishonest behavior is an example of _____ method of shaping behaviour.(CO1, K2) 1
- (a) Extinction
- (b) negative reinforcement
- (c) punishment
- (d) reaction
- 1-c. In Two Factor theory, "Salary" comes under.(CO2, K1) 1
- (a) Maintenance factors
- (b) Satisfiers
- (c) None of these
- (d) Both of these
- 1-d. Transactional Analysis is a psychological tool given by _____.(CO2, K1) 1
- (a) Sigmund Freud
- (b) Eric Berne
- (c) Gordon Allport
- (d) John Watson

- 1-e. You should use the forcing conflict management style when: (CO3, K1) 1
- (a) Quick, decisive action is important
 - (b) A creative solution is critical
 - (c) People need to work through their emotions
 - (d) You need to arrive at a solution in enough time
- 1-f. The following are the characteristics of Negative Stress: (CO3, K1) 1
- (a) It causes Anxiety
 - (b) It feels Unpleasant
 - (c) It decreases Performance
 - (d) All of the Above
- 1-g. In group dynamics, what is the term for the strengthening of a group prevailing opinions through discussion within the group. (CO4, K1) 1
- (a) Social facilitation
 - (b) Group polarization
 - (c) Social loafing
 - (d) Conformity
- 1-h. _____ distinguishes a team from a group. (CO4, K4) 1
- (a) Shared goals and interdependence
 - (b) Large membership
 - (c) Informal structure
 - (d) Limited collaboration
- 1-i. On the first day of class, Derek draws an obnoxious picture on the blackboard, and the entire class laughs. As a result of the attention from the other students, Derek draws an obnoxious picture on the blackboard for the rest of the week. His behavior is the result of: (CO5, K3) 1
- (a) Individuals, Organisation, Society
 - (b) Society, Organisation, Nation
 - (c) Employee, Employer, Management
 - (d) Individual, Groups, Organisation.
- 1-j. _____ is an autocratic style of leadership (CO5, K1) 1
- (a) Directing
 - (b) Participative
 - (c) Consultative
 - (d) Delegating
2. Attempt all parts:-
- 2.a. State the importance of culture in organisational behaviour.(CO1, K1) 2
- 2.b. Explain Equity theory in brief. (CO2, K2) 2
- 2.c. Briefly describe two individual strategies for coping with workplace stress.(CO3,K2) 2
- 2.d. Define the term Organisational Politics. (CO4, K1) 2
- 2.e. Define the term Unfreezing in respect of Planned Change. (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 the challenges of organizational behavior.(CO1, K2) 6

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

3.b.(i) Describe job related attitudes.(CO2,K2) 6

3.b.(ii) Differentiate Type A personality from Type B. (CO2, K4) 6

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

3.c.(i) Discuss the Organizational Coping strategies of stress management. (CO3, K2) 6

3.c.(ii) Identify the various types of conflicts. (CO3, K1) 6

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

3.d.(i) Discuss the key principles of employee empowerment. How do these principles differ from traditional top-down management. (CO4, K2) 6

3.d.(ii) Analyze the positive and negative impacts of informal groups on organizational culture and performance. Provide specific examples to support your analysis. (CO4, K4) 6

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

3.e.(i) Differentiate between Transformational and Transactional leadership. (CO5, K4) 6

3.e.(ii) Explain factors required for a high-performance work team. (CO5, K2) 6

SECTION-C

50

4. Answer any one of the following:-

4-a. Discuss different types of perception error in detail. (CO1, K2) 10

4-b. Discuss the the influences of individual differences, organizational constraints, and culture on decision making. (CO1, K2) 10

5. Answer any one of the following:-

5-a. Is money the only incentive behind human motivation. Discuss What are the other incentives. (CO2, K2) 10

5-b. Explain Maslow's theory of motivation. How can this theory help managers in motivating employees. (CO2, K2) 10

6. Answer any one of the following:-

6-a. Discuss the role of emotions in organizational conflicts. Analyze how emotional intelligence can be applied to manage and resolve conflicts effectively, considering the impact of emotions on individual and team dynamics. (CO3, K4) 10

6-b. Examine the importance of communication in managing stress within organizations. Discuss how effective communication channels and strategies can alleviate stress and foster a positive work environment. Provide examples and recommendations. (CO3, K2) 10

7. Answer any one of the following:-

7-a. Discuss the positive and negative consequences of organizational politics. How can 10

- it foster innovation and how can it hinder collaboration and trust. (CO4, K2)
- 7-b. Discuss the role of leadership in groups and teams and how it impacts group dynamics and outcomes. (CO4, K2) 10
8. Answer any one of the following:-
- 8-a. State the different leadership theories. Discuss the leadership situational model. (CO5, K2) 10
- 8-b. 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

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