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BBA
(SEM II) THEORY EXAMINATION 2024-25
ORGANIZATIONAL BEHAVIOR

TIME: 3 HRS**M.MARKS: 70****Note: Attempt** all Sections. In case of any missing data; choose suitably.**SECTION A****1. Attempt all questions in brief.****02 x 7 = 14**

Q no.	Question	CO	Level
a.	Define Organizational Behavior. Why is it important in today's workplace?	1	K1
b.	What is perception? Define halo effect in perception.	3	K2
c.	List any two types of teams and give a short example of each.	3	K1
d.	What are two common reasons employees resist organizational change?	1,4	K2
e.	State any two key features of transformational leadership.	4	K1
f.	How does Fiedler's contingency theory link leadership style to effectiveness?	4	K3
g.	Differentiate between proactive and reactive organizational change.	2,3	K3

SECTION B**2. Attempt any three of the following:****07 x 3 = 21**

Q no.	Question	CO	Level
a.	Explain the importance of workforce diversity in organizations.	1,5	K2
b.	Explain Herzberg's Two-Factor Theory of motivation.	2	K2
c.	Describe stages of the Five-Stage Model of group development.	3	K2
d.	What is organizational structure? Name two common types.	3	K2
e.	Differentiate between Ohio and Michigan behavioral studies.	4	K3

SECTION C**3. Attempt any one part of the following:****07 x 1 = 07**

Q no.	Question	CO	Level
a.	Discuss the major disciplines that contribute to the field of OB and analyze how these disciplines help in understanding human behavior in organizations.	1,2	K2
b.	Analyze the key challenges and opportunities faced by OB professionals in today's dynamic business environment.	1,2	K3

4. Attempt any one part of the following:**07 x 1 = 07**

Q no.	Question	CO	Level
a.	Discuss any two various theories of motivation studied in organizational behavior. Explain how these theories can be applied by managers to improve employee performance and engagement.	1,2	K3
b.	Define attitude and its components. Discuss how attitude influences job satisfaction and how satisfied employees contribute positively to organizational performance.	1,5	K3



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5. Attempt any one part of the following: 07 x 1 = 07

Q no.	Question	CO	Level
a.	Discuss the concept of work-life balance and its impact on employee well-being and organizational productivity.	5	K2
b.	Explain group norms from both a general and Indian cultural perspective. Also, elaborate on the consequences of groupthink and group shift in decision-making.	3,5	K4

6. Attempt any one part of the following: 07 x 1 = 07

Q no.	Question	CO	Level
a.	Explain the concept of organizational climate and culture. What are the main factors that influence organizational climate, and how do they impact employee performance and satisfaction?	1,5	K3
b.	What is organizational development (OD)? Discuss its characteristics and objectives. How is OD used as a tool to improve organizational effectiveness?	2,5	K3

7. Attempt any one part of the following: 07 x 1 = 07

Q no.	Question	CO	Level
a.	Explain the concept of situational leadership. How do Fiedler's Contingency Theory and Hersey-Blanchard's model help in selecting the right leadership style for a given situation?	1	K2
b.	Define transformational and charismatic leadership. How do these inspirational leadership styles influence employee motivation, engagement, and performance?	4,2,1	K4 - K5