

**ORGANIZATIONAL BEHAVIOUR
(HMTS 4201)**

Time Allotted : 3 hrs

Full Marks : 70

Figures out of the right margin indicate full marks.

*Candidates are required to answer Group A and
any 5 (five) from Group B to E, taking at least one from each group.*

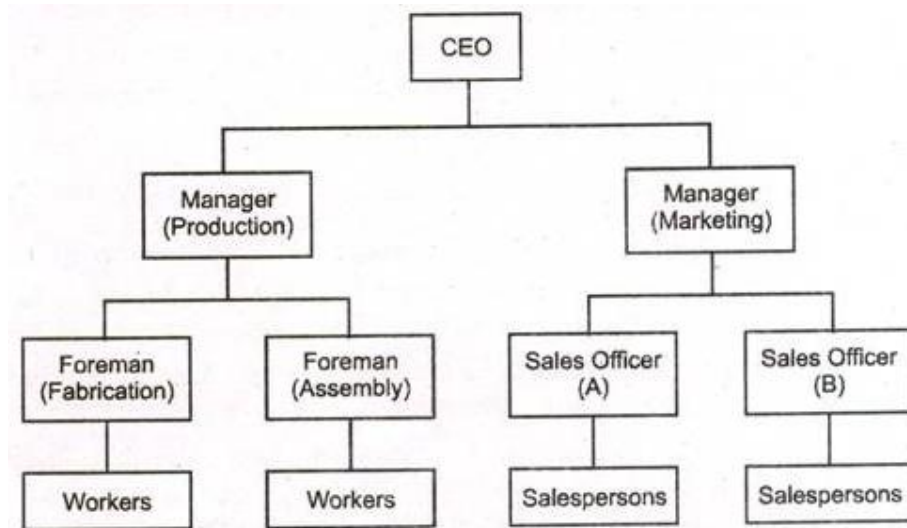
Candidates are required to give answer in their own words as far as practicable.

**Group - A
(Multiple Choice Type Questions)**

1. Choose the correct alternative for the following: **10 × 1 = 10**
- (i) Structure of human mind concerned with instant gratification of basic physical needs and urges is
(a) Superego (b) Id
(c) Conscience (d) Ego
- (ii) According to Herzberg's Hygiene theory true motivator is
(a) salary (b) relationship with subordinates
(c) achievement (d) organizational policy
- (iii) Tendency to draw a general overall impression about an individual based on single striking characteristics is
(a) Projection (b) Stereotyping
(c) Halo effect (d) First-impression error
- (iv) Style followed by Transformational leader is
(a) participative
(b) paternalistic
(c) Laissez-Faire
(d) motivating employees and enhancing productivity
- (v) In the SMART criteria used in determining the objective of a project 'S' stands for
(a) Simple (b) Systematic
(c) Scientific (d) Specific
- (vi) Perception
(a) Is not dependent on senses (b) may differ from reality
(c) Is not important in management (d) Is a simple process
- (vii) Following is not a component of Attitude
(a) Cognitive (b) Affective
(c) Infective (d) Behavioral

- (viii) Perception
(a) Is not dependent on senses (b) may differ from reality
(c) Is not important in management (d) Is a simple process
- (ix) Organisational structure shown in Figure 1 is
(a) Staff organisation (b) Line organisation
(c) Matrix organisation (d) Project organisation

Figure 1



- (x) Harmony with one's beliefs that outweigh the inconsistency between attitudes or behaviours can
(a) enhance productivity (b) eliminate dissonance
(c) develop personality (d) strengthen character

Group - B

2. (a) Briefly describe the determinants of personality.
(b) Discuss the challenges and importance of Organisational Behaviour in the present day context.
- 6 + 6 = 12**
3. (a) Describe Leon Festinger's Cognitive Dissonance theory. Prescribe steps to eliminate dissonance.
(b) Explain the relevance of Employee Attitude Survey in the context of Organisational Behaviour.

(3 + 3) + 6 = 12

Group - C

4. (a) State the factors affecting Perception. Explain any two of them.
(b) What are the similarities between Maslow's Hierarchy of Needs and Alderfer's ERG theory.

(2 + 4) + 6 = 12

5. (a) Describe Herzberg's Hygiene theory and its significance in the context of Organizational Behaviour.
- (b) Enlist errors frequently committed in Perceptual Process. Explain contrast effect.

7 + 5 = 12**Group - D**

6. (a) Highlight significance of Managerial grid of Blake & Mouton.
- (b) Enumerate leadership styles and explain any one style of leadership.
7. (a) Throw light on significant aspects of Fred Fiedler's Contingency theory.
- (b) What are the major classifications of groups in an organisation? Explain the features of any one group with relevant examples.

6 + (3 + 3) = 12**6 + (3 + 3) = 12****Group - E**

8. (a) Does Organisation Culture impact Organisational Growth? Justify your answer.
- (b) Briefly narrate the drivers that propel conflict in an organisation.
9. (a) Write short notes on any two of the following
- (i) Johari Window
- (ii) Matrix Organisation
- (iii) Workplace Politics.

6 + 6 = 12**(2 × 6) = 12**

| Department & Section | Submission Link |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| AEIE | https://classroom.google.com/c/Mjk3MjE0MjM5MTUw/a/MzYwMTM0ODY5NDkz/details |
| CE A | https://classroom.google.com/c/MzAxMjE4MTU4NzA4/a/MzYwMTQ4MDMwNDY3/details |
| CE B | https://classroom.google.com/c/Mjk5Nzc4NzA3MDkw/a/MzYwMTU0NTAwMjE4/details |
| CHE | https://classroom.google.com/c/MzAxODI3ODA0Mzgy/a/MzYwMzg2NTkzMjQ2/details |
| CSE A | https://classroom.google.com/c/MzA2MTY5MDI0NjA3/a/MzYwMTU2MzIyNDAw/details |
| CSE B | https://classroom.google.com/c/MzAwNTQ3NjAzOTQy/a/MzU1NzM0NzczODY3/details |
| CSE C | https://classroom.google.com/c/MzAwNTg3MDUxNDA4/a/MzU2MTczNzc3MjA2/details |
| ECE A | https://classroom.google.com/c/MzAwNTg2ODk0MTI5/a/MzYwMzg5MjM2MzU5/details |
| ECE B | https://classroom.google.com/c/Mjk5Nzg0MTAwOTQ2/a/MzYwMTU2MzIyNjc2/details |
| ECE C | https://classroom.google.com/c/MzAwNTg2ODk0NDAz/a/MzYwMzg5MjM2NDE5/details |
| EE | https://classroom.google.com/c/MzAwNTQ3NzU2Mjgw/a/MzU1NzM0NzczOTU5/details |
| IT | https://classroom.google.com/c/MzAxMzQ0ODAzMTQ0/a/MzU1NzM0NzczOTg2/details |