

Answer 23/04/15

B.Tech-4th(CSE,IT,EE,ETC,EEE)
Organizational Behavior

Full Marks : 50

Time : $2\frac{1}{2}$ hours

Answer all questions

The figures in the right-hand margin indicate marks

Symbols carry usual meaning

1. Answer *all* questions : **2 × 5**

(a) What are the characteristics and working approaches of Gen Y employees ?

(b) Type A personalities are more suitable for Frontline Jobs. Justify.

(c) Analyse the basic Difference between Halo effect and Horn effect with suitable examples.

(d) What are self-managed teams ?

(Turn Over)

(e) Suppose an organization is undergoing a major change. Outline the steps you would take to reduce employee resistance ?

2. (a) Describe briefly about the key elements of OB ? 4

(b) Explain the interdisciplinary nature of OB with suitable examples. 4

Or

(a) Compare and contrast the different models of OB. 4

(b) Discuss the role of ethics in Organizational Behavior. 4

3. (a) How does the Myers-Briggs Type Indicator (MBTI) help in workplace decision-making ? 4

- (b) Explain the concept of learning styles and discuss how different learning styles impact workplace training and development. 4

Or

- (a) Explain Herzberg's Two-Factor Theory and its impact on job satisfaction and motivation. 4
- ✓ (b) Describe the Perceptual Process and explain how perception is formed in organizational settings. 4
4. ✓ (a) What is group cohesiveness, and how does it impact group performance ? 4
- ✓ (b) Explain the Five-Stage Model of Group Development. 4

Or

- (a) Explain Fiedler's Contingency Model of leadership. 4

- (b) Discuss the transformational and transactional leadership styles. 4
5. (a) Explain Kurt Lewin's Force Field Theory of Change and its application in organizations. 4
- (b) What are the different types of organizational cultures? Explain with examples. 4
- Or*
- (a) Discuss the levels of organizational change and provide workplace examples. 4
- (b) Discuss the impact of technology on organizational change. 4
6. (a) Explain Hofstede's Cultural Dimensions Theory and how it helps in understanding international organizational behavior. 4
- (b) Define Transactional Analysis (TA) and explain its importance in interpersonal communication. 4

(5)

Or

Create a conflict resolution framework for a diverse team facing communication and cultural challenges. How would your model ensure collaboration and productivity ? 8
