

U.S.N.

# B.M.S. College of Engineering, Bengaluru-560019

Autonomous Institute Affiliated to VTU

## May / June 2025 Semester End Main Examinations

**Programme: B.E.**

**Branch: Institutional Elective**

**Course Code: 21ME8OEORB**

**Course: Organizational Behaviour**

**Semester: VIII**

**Duration: 3 hrs.**

**Max Marks: 100**

**Instructions:** 1. Answer any FIVE full questions, choosing one full question from each unit.  
2. Missing data, if any, may be suitably assumed.

<b>Important Note:</b> Completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages. Revealing of identification, appeal to evaluator will be treated as malpractice.			<b>UNIT - I</b>	<b>CO</b>	<b>PO</b>	<b>Marks</b>
	1	a)	Discuss any three reasons for increasing diversity in today's organizations.	CO1 CO2	PO1	<b>03</b>
		b)	What are the foundations of OB? Discuss in detail.	CO1 CO2	PO1	<b>07</b>
		c)	Elaborate the historical development of OB.	CO1 CO2	PO1	<b>10</b>
			<b>OR</b>			
	2	a)	What is individual behavior? Discuss the factors influencing individual behavior.	CO1 CO2	PO1	<b>05</b>
		b)	"Attitudes are acquired, not inherited" – Explain with the help of any 5 sources of acquiring attitude.	CO1 CO2	PO1	<b>05</b>
		c)	Elucidate Psychological and Organizational System as the factors influencing Individual Behaviour.	CO2 CO3	PO1	<b>10</b>
			<b>UNIT - II</b>			
	3	a)	'Theories have been offered to explain the process by which we acquire patterns of Behaviour' – Discuss.	CO3	PO1	<b>10</b>
		b)	Describe in detail, any 5 internal and 5 external factors influencing selection of a stimuli.	CO3	PO1	<b>10</b>
			<b>OR</b>			
	4	a)	With a neat diagram, explain the factors influencing individual's perception.	CO3	PO1	<b>10</b>
		b)	'In OB, generally accepted constructs of decision-making are employed by each of us to make determinations.' What are these constructs? Discuss in detail.	CO3 CO5	PO1	<b>10</b>
			<b>UNIT - III</b>			
	5	a)	'Decision-making in groups is widely accepted in organizations. But are group decisions preferable to those made by an individual?' Discuss.	CO3 CO4	PO1	<b>05</b>

	b)	“Humans are highly motivated in order to fulfill their needs, which is based on hierarchical order.” – Explain the statement using Maslow’s Need Hierarchy theory.	CO3 CO4	PO1	<b>05</b>
	c)	“It has been pointed out that groups pass through a standard sequence of five stages” – Elaborate.	CO3 CO4	PO1	<b>10</b>
		<b>OR</b>			
6	a)	Explain Herzberg’s Two-Factor Theory of Motivation. How can organizations apply it to enhance employee satisfaction?	CO3 CO5	PO1	<b>10</b>
	b)	Explain Vroom’s Expectancy Theory of Motivation. How can managers use it to improve employee performance?	CO3 CO4	PO1	<b>10</b>
		<b>UNIT - IV</b>			
7	a)	What is job rotation and job enlargement?	CO3 CO6	PO1	<b>03</b>
	b)	Differentiate traditional and current views of conflict.	CO3 CO6	PO1	<b>07</b>
	c)	What is Stress? Discuss in detail, the categories of stressors affecting occupational stress.	CO3 CO6	PO1	<b>10</b>
		<b>OR</b>			
8	a)	Define conflict. Explain the stages of conflict and strategies for conflict resolution in organizations.	CO3 CO6	PO1	<b>10</b>
	b)	What is workplace stress? Discuss its causes, effects, and techniques for managing stress in organizations.	CO3 CO6	PO1	<b>10</b>
		<b>UNIT - V</b>			
9	a)	What is Organizational Change? What is the nature of Organizational Change? What are the causes of Organization Change? Discuss in detail.	CO3 CO6	PO1	<b>10</b>
	b)	“There are lot of obstacles that one may face when attempting to effectively communicate with another person.” Elaborate.	CO3 CO5	PO1	<b>10</b>
		<b>OR</b>			
10	a)	Discuss the role of change agents in Organizational Change and Development. What skills and qualities should an effective change agent possess?	CO3 CO5	PO1	<b>10</b>
	b)	Explain the Shannon and Weaver Model of Communication. What are its components and limitations?	CO3 CO6	PO1	<b>10</b>

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