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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.

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

	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	05
	c)	“It has been pointed out that groups pass through a standard sequence of five stages” – Elaborate.	CO3 CO4	PO1	10
		OR			
6	a)	Explain Herzberg’s Two-Factor Theory of Motivation. How can organizations apply it to enhance employee satisfaction?	CO3 CO5	PO1	10
	b)	Explain Vroom’s Expectancy Theory of Motivation. How can managers use it to improve employee performance?	CO3 CO4	PO1	10
		UNIT - IV			
7	a)	What is job rotation and job enlargement?	CO3 CO6	PO1	03
	b)	Differentiate traditional and current views of conflict.	CO3 CO6	PO1	07
	c)	What is Stress? Discuss in detail, the categories of stressors affecting occupational stress.	CO3 CO6	PO1	10
		OR			
8	a)	Define conflict. Explain the stages of conflict and strategies for conflict resolution in organizations.	CO3 CO6	PO1	10
	b)	What is workplace stress? Discuss its causes, effects, and techniques for managing stress in organizations.	CO3 CO6	PO1	10
		UNIT - V			
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	10
	b)	“There are lot of obstacles that one may face when attempting to effectively communicate with another person.” Elaborate.	CO3 CO5	PO1	10
		OR			
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	10
	b)	Explain the Shannon and Weaver Model of Communication. What are its components and limitations?	CO3 CO6	PO1	10
