

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: 22ME8OEORB

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)	Organizational Behavior (OB) is significantly influenced by both environmental and organizational contexts, which shape how individuals and groups behave within an organization.	CO1	PO1	10
		b)	Explain the concept of individual behaviour in organizations. What are the key factors that influence individual behaviour at the workplace?	CO2	PO1	10
	OR					
	2	a)	Discuss the Hawthorne Studies and their contribution to the understanding of human behavior in organizations.	CO2	PO1	10
		b)	Define job satisfaction. What are its major determinants, and how can it be measured in an organization?	CO1	PO1	10
	UNIT - II					
	3	a)	Define personality. Discuss the major determinants of personality and its relevance in organizational behavior.	CO2	PO1	10
		b)	Explain the concept of perception and its impact on individual decision-making in organizations. What are common perceptual errors that affect decisions?	CO2	PO1	10
	OR					
	4	a)	Define emotions. Explain the importance of emotions in organizational behavior and how they influence employee performance.	CO2	PO1	10
		b)	Define leadership. Discuss different leadership styles and their impact on employee behavior and organizational performance.	CO3	PO1	10
UNIT - III						
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.	5	a)	Define motivation. Explain its significance in the workplace.	CO3	PO1	05
		b)	What is Management by Objectives (MBO)? Explain its key features.	CO2	PO1	05
		c)	Define a group. Explain the types of groups in an organization and discuss the importance of groups in the workplace.	CO3	PO1	10

OR					
6	a)	Define a team. Explain the different types of teams found in organizations and their characteristics.	<i>CO3</i>	<i>PO1</i>	10
	b)	Explain the stages of team development. Why is understanding these stages important for effective team management?	<i>CO4</i>	<i>PO1</i>	10
UNIT - IV					
7	a)	Explain the importance of effective communication in management. What are the barriers to effective communication, and how can they be overcome?	<i>CO5</i>	<i>PO1</i>	10
	b)	What is organizational conflict? Discuss the different types of conflict and their impact on organizational performance.	<i>CO5</i>	<i>PO1</i>	10
OR					
8	a)	Define stress in the workplace. What are the common causes of stress, and how can organizations manage employee stress effectively?	<i>CO5</i>	<i>PO1</i>	10
	b)	Describe the different channels of communication in organizations. How can managers choose the appropriate communication channel for different situations?	<i>CO5</i>	<i>PO1</i>	10
UNIT - V					
9	a)	Define Organizational Development. Discuss the key interventions used in OD to improve organizational effectiveness.	<i>CO6</i>	<i>PO1</i>	10
	b)	Define power in an organizational context. Explain different types of power with suitable examples.	<i>CO6</i>	<i>PO1</i>	10
OR					
10	a)	What is organizational politics? Discuss political behavior in the workplace and strategies to manage it effectively.	<i>CO6</i>	<i>PO1</i>	10
	b)	What is organizational change? Explain the types of organizational change and factors that drive it.	<i>CO6</i>	<i>PO1</i>	10
