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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: 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.

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| 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. | | | UNIT - I | <i>CO</i> | <i>PO</i> | Marks |
| | 1 | a) | Organizational Behavior (OB) is significantly influenced by both environmental and organizational contexts, which shape how individuals and groups behave within an organization. | <i>CO1</i> | <i>PO1</i> | 10 |
| | | b) | Explain the concept of individual behaviour in organizations. What are the key factors that influence individual behaviour at the workplace? | <i>CO2</i> | <i>PO1</i> | 10 |
| | | | OR | | | |
| | 2 | a) | Discuss the Hawthorne Studies and their contribution to the understanding of human behavior in organizations. | <i>CO2</i> | <i>PO1</i> | 10 |
| | | b) | Define job satisfaction. What are its major determinants, and how can it be measured in an organization? | <i>CO1</i> | <i>PO1</i> | 10 |
| | | | UNIT - II | | | |
| | 3 | a) | Define personality. Discuss the major determinants of personality and its relevance in organizational behavior. | <i>CO2</i> | <i>PO1</i> | 10 |
| | | b) | Explain the concept of perception and its impact on individual decision-making in organizations. What are common perceptual errors that affect decisions? | <i>CO2</i> | <i>PO1</i> | 10 |
| | | | OR | | | |
| | 4 | a) | Define emotions. Explain the importance of emotions in organizational behavior and how they influence employee performance. | <i>CO2</i> | <i>PO1</i> | 10 |
| | | b) | Define leadership. Discuss different leadership styles and their impact on employee behavior and organizational performance. | <i>CO3</i> | <i>PO1</i> | 10 |
| | | | UNIT - III | | | |
| | 5 | a) | Define motivation. Explain its significance in the workplace. | <i>CO3</i> | <i>PO1</i> | 05 |
| | | b) | What is Management by Objectives (MBO)? Explain its key features. | <i>CO2</i> | <i>PO1</i> | 05 |
| | | c) | Define a group. Explain the types of groups in an organization and discuss the importance of groups in the workplace. | <i>CO3</i> | <i>PO1</i> | 10 |

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