



UNIVERSITY WITH A PURPOSE

**UNIVERSITY OF PETROLEUM & ENERGY STUDIES**

**End Semester Examination– January , 2021**

**Program: BBA(FAS)**  
**Subject/Course: ORGANIZATIONAL BEHAVIOR**  
**Course Code: HRES2001**

**Semester: I**  
**Max. Marks: 100**  
**Duration: 3 Hours**

**IMPORTANT INSTRUCTIONS**

*All sections are compulsory*

<b>Section 1</b>			
<b>Q.No</b>	<b>Answer in TRUE/FALSE ONLY</b>	<b>Marks</b>	<b>COs</b>
<b>All questions carry 5 marks each</b>			
Q-1	Levels of absenteeism must be less, and is one of the variables to measure effectivity of an organization (True/ False)	5	CO1
Q-2	If there is no change in behavior, there is no learning (True/ False)	5	CO2
Q-3	While perceiving others, if the element of consensus is high in the target's behavior, the behavior is attributed to be externally caused. (True/ False)	5	CO1
Q-4	If the followers (subordinates) neither have the ability to work, nor the willingness to work, in such cases Supportive Participative Leadership Style is most suitable. (True/ False)	5	CO3
Q-5	Recognition need is a hygiene factor as per two factor theory of motivation (True/ False)	5	CO2
Q-6	People join groups/ teams to satisfy their security needs (True/ False)	5	CO3
<b>Section 2</b>			
<b>All questions carry 10 marks each</b>			
Q-7	What is organizational behavior? How does the study and application of principles of organizational behavior impact the functioning of a business organization?	10	CO1
Q-8	What are attributions in perception? Explain citing relevant practical examples.	10	CO3
Q-9	What is classical conditioning in learning? Explain the relevance of conditioning citing relevant examples.	10	CO2

Q-10	What are the various types of leadership styles as per the managerial grid/ leadership grid? Explain how each of such leadership styles is applicable in varying situations.	10	CO4
Q-11	What is motivation? What causes motivation? What is the relationship between motivation and performance? Is it possible to have one motivational model that may be applied to everyone? Discuss.	10	CO2
	<b>Section 3 (20 Marks)</b>		
Q-12	Mr. Prabhakaran has been office manager of Superfine Textiles Ltd. for the last six years. During this period he has gained reputation as a hard- driving, autocratic manager. He has attended lectures and seminars on ‘situational leadership’ but has not changed his leadership style. When reminded of this apparent inconsistency, Mr. Prabhakaran replied that his employees have not shown either the desire or the ability to participate in decision making. Therefore, he will manage in the same style until they develop the required desire and ability. Questions i).Evaluate Mr. Prabhakaran’s views on leadership. Do you agree with him? ii)Suggest ways and means of developing employees’ desire and ability to participate.	20	CO4