

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, Dec 2021
Course: Organization Behavior
Program: B.Com (Hons) ECOM & BI
Course code: HRES 2001
Semester: III
Time: 03 Hours
Max. Marks: 100
Instructions: The Question Paper has 4 sections. All Questions are compulsory. Follow the instructions in each section to answer the questions
SECTION A (Type the answer in text box)

- 1. Each Question will carry 2 marks**
- 2. Instruction : Select the most appropriate answer**

		Marks	CO
Q 1	Which is the presumed cause of change in an outcome in OB? a. independent variable b. dependent variable c. change agent d. variable determinant	[2]	CO1
Q2	Who is associated with the theory of operant conditioning? a. Sigmund Freud b. B.F. Skinner c. Pavlov d. Carl Jung	[2]	CO1
Q3	Which of the following is linked to situation in perception building process? a. Target b. Perceiver c. Context d. None of the Above	[2]	CO1
Q4	Which is an Extension of Maslow's Motivation Theory? a. Goal Theory b. Equity Theory c. ERG Theory d. Theory X and Theory Y	[2]	CO1
Q5	Which is the most productive phase of group formation? a. Storming b. Adjourning c. Norming d. Performing	[2]	CO1
Q6	Which is of the Theory of Leadership takes situation as a key variable?	[2]	CO1

	<ul style="list-style-type: none"> a. Behavioral Theories b. Trait Theory c. Contingency Theory d. Path Goal Theory 		
Q7	<p>The degree to which members are attracted to each other and are motivated to stay in the group is called:</p> <ul style="list-style-type: none"> a. Status b. Cohesiveness c. Identity d. Perception 	[2]	CO1
Q8	<p>Which view states that all conflicts should be avoided?</p> <ul style="list-style-type: none"> a. Human relations b. Interactionist c. Peace d. Traditionalist 	[2]	CO1
Q9	<p>Who are responsible for initiating and managing change within an organization?</p> <ul style="list-style-type: none"> a. Monitors b. Leaders c. Managers d. Change Agents 	[2]	CO1
Q10	<p>Which of the following is NOT a characteristic of an organization's culture?</p> <ul style="list-style-type: none"> a. Outcome orientation b. Assertiveness c. Innovation and risk taking d. Attention to detail 	[2]	CO1
SECTION B (Scan and Upload)			
<p>1. Each Question will carry 5 marks</p> <p>2. Write short / brief notes</p>			
Q11	Explain Pavlov's Experiments of Classical Conditioning in brief.	[5]	CO3
Q12	What are the various errors in perception formation? Explain with examples	[5]	CO2
Q13	"Leadership is situational." Explain with the help of Contingency Theory in brief	[5]	CO2
Q14	"Conflicts are not always bad". Explain in brief with examples	[5]	CO4
SECTION C (Scan and Upload)			
<p>1. Each Question carries 10 marks</p> <p>2. Instruction : Write Long Answer</p>			
Q15	Explain in details any Two Classical Motivation Theories and Two Contemporary Motivation Theories with examples of each.	[10]	CO2
Q16	Explain the various steps of team formation in detail? What are the characteristics and prerequisites of a high performing team?	[10]	CO3
Q17	"Organization Behavior is studied at Three Levels." What are these levels and which contributing disciplines are linked to each of these levels? Explain in detail	[10]	CO2
OR			

	Based on authority, discuss the different Leadership styles and also mention the most effective style with suitable examples?		
SECTION D (Scan and Upload)			
1. Each Question carries 15 marks 2. Instruction : Write Long Answer			
Q18	<p>Examine the two statements and answer :</p> <ol style="list-style-type: none"> 1. Generally Behaviors follow attitude but sometimes the reverse is also true 2. Change Is always met with Resistance <ol style="list-style-type: none"> a. Explain the statement one with respect to relevant theories of Attitude Formation and Behavior. b. What are the forces of resistance being talked about in statement two? Explain with suitable examples. <p style="text-align: center;">OR</p> <p>Discuss the Term “Organizational Culture” and explain the different elements of “Cultural Iceberg” by giving suitable examples?</p>	[15]	CO3
Q19	<p>“Conflict plays an important role in any organization”.</p> <p>Elucidate stating suitable example why conflicts are necessary and what effective conflict resolution strategies can be used?</p>	[15]	CO4