



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

1ST SEMESTER MBA (BATCH 2020-22)

CLASS TEST - I

Organization Behaviour (18 MBA 103)

Total Marks : 30

Time: 1½ Hours

I. Answer all the questions

(1x6=6 Marks)

1. Who is known as father of Scientific Management?
2. What are the different phases of Hawthorne experiment?
3. What are elements of OB?
4. Why OB is considered as multidisciplinary study?
5. What is the scope of OB?
6. What is meaning of Centralization?

II. Answer any three out of following five questions.

(3x3=9 marks)

1. What is Organizational Behaviour? Explain with definition.
2. Explain the behavioural framework of OB.
3. What are the key elements of OB?
4. Why the study of OB is required to maintain discipline within the organization.
5. State three limitation of OB.

III. Answer any two out of following three questions

(7.5x2=15 marks)

1. Describe the various stages of Evolution of OB and its impact on employee's productivity.
2. Discuss the similarities and dissimilarities among the models of OB.
3. Study the case and answer the question.

Mr. Subhash Shirodkar has been working as a senior foreman at Zeeta automobile company manufacturing two-wheeler scooters. He has a long experience of assembly line operations. There are 1200 skilled and semi-skilled workers working in two shifts with assembly line. Due to increasing demand of scooters in the market, Mr. Shirodkar has been asked by production manager to increase the per day production by raising efficiency level of the workers. In this connection production manager is of opinion that to increase the level of efficiency minor adjustments and changes should be made in the production process. But senior foreman Mr. Shirodkar is not convinced with the suggestion of production manager. Rather he firmly believes that in addition to changes to be made in production process it is more important to develop team spirit among the workers by providing monetary incentive to them. Read the above case and answer the following questions.

Questions:

1. Why Shirodkar differs with the production manager? What considerations should be taken into account for making monetary incentive scheme more effective?



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

1ST SEMESTER MBA (BATCH 2018-20)

CLASS TEST - I

Organization Behaviour (18 MBA 103)

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. Answer all the Questions (10 Marks)

1. Why is OB important for management of human resources?
2. What are the contributions of Henry Fayol to management science?
3. Define the term reinforcement and punishment.
4. Are happy workers productive workers? Explain.
5. What were the outcomes of Hawthorne studies?
6. What is the significance of ethical behaviour at the workplace?
7. Give one example of cognitive dissonance theory.
8. What are the features of autocratic organizational model?
9. "Human behavior has a cause-effect relationship". Briefly justify.
10. What is cognitive map?

II. Short notes (Answer any two)

(2x5=10 marks)

1. Levels of OB
2. Classical vs Operant conditioning
3. Contributing discipline to OB

III. Long questions (Answer any one)

(1x10=10 marks)

1. What are attitudes? How attitudes are formed? What are the major components of attitudes?
2. Discuss various models of OB. Which model according to you is ideal for today's business environment and why?



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

1ST SEMESTER (BATCH 2017-19)

CLASS TEST - I

Organization Behaviour (MNG106)

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. Answer all the Questions (10 Marks)

A) Answer in Brief: (1x7=7 marks)

1. Define OB. Relate it to management.
2. What are effectiveness and efficiency? How are they related to OB?
3. Define emotional Intelligence.
4. Do you believe employers should be allowed to monitor workers electronically? Would you like to be monitored in this fashion?
5. Define cognitive dissonance with appropriate examples.
6. What do you mean by Machiavellianism? Cite appropriate example.
7. How attitude and behaviour are related to each other?

B) Fill in the blanks: (.5x6=3 marks)

1. _____ is a learned pre-disposition to respond in a consistently favourable or unfavourable manner with respect to a given object.
2. The basis of _____ model is leadership.
3. The book *Principles of Scientific Management* was written by _____.
4. _____ is discretionary behaviour that is not part of an employee's formal job requirement, but that promotes the effective functioning of the organization.
5. MBTI stands for _____.
6. Person-Job Fit theory was developed by _____.

II. Short notes (Answer any two) (2x5=10 marks)

1. Type A and Type B Personality
2. Components of attitude
3. Determinants of personality

III. Long questions (Answer any one) (1x10=10 marks)

1. What are "Big Five" personality traits? Which one seems to have the biggest impact on performance? How would knowledge of the Big Five help you in your job as a manager?
2. "Any discipline cannot be studied in Isolation". Justify the statement with specification of contributions of other social science disciplines to OB.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

1ST SEMESTER (BATCH 2016-18)

CLASS TEST - I

Organization Behaviour (MNG106)

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. Answer all the question :

[1 x 10=10]

1. What is classical conditioning? How is it different from operant conditioning?
2. Define the term reinforcement and punishment.
3. What are the features of autocratic organizational model?
4. What were the outcomes of Hawthorne studies?
5. What is the significance of ethical behaviour at the workplace?
6. Theory X of _____ represents a _____ set of assumptions about workers.
7. Hawthorne studies by _____ was the most important contribution to the _____ movement.
8. OB is concerned with understanding, _____ and _____ the human behavior in an organizational setting.
9. _____ is the force of action or motivation and _____ is the reaction or the behavior.
10. Scientific Management is a systematic study of relationships between _____ and _____ for the purpose of redesigning the work process.

II. Write short notes on any two of the following :

[5 x 2=10]

1. Challenges in managing workforce diversity
2. Relationship between OB and individual
3. Managerial skills

III. Answer any one of the following :

[10 x 1=10]

1. "Any discipline cannot be studied in Isolation". Justify the statement with specification of contributions of other social science disciplines to OB.
2. Discuss various models of OB. Which model according to you is ideal for today's business environment and why?



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

1ST SEMESTER (BATCH 2015-17)

CLASS TEST - I

Organization Behaviour (MNG106)

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. Answer all the question :

[1 x 10=10]

1. What is organizational behaviour?
2. What was the major focus of scientific management theory and who propounded it?
3. What are the contributions of Henry Fayol to management science?
4. What is classical conditioning? How is it different from operant conditioning?
5. Differentiate between stimulus and response in brief.
6. Differentiate between white collared and blue collared workers.
7. What are ethical dilemmas?
8. Define emotional Intelligence.
9. What is cognitive dissonance? Give an example.
10. Are satisfied workers productive workers? Explain

II. Write short notes on any two of the following :

[5 x 2=10]

1. Contributing disciplines to OB
2. Components of Attitude
3. Relationship between OB and individual

III. Answer any one of the following :

[10 x 1=10]

1. Give origin and development of organizational behaviour in historical perspective.
2. Discuss various models of OB. Which model according to you is ideal for today's business environment and why?
