



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

1ST SEMESTER MBA (BATCH 2019-21)

CLASS TEST - II

Organization Behaviour (18 MBA 103)

Total Marks : 30

Time: 1½ Hours

I. Answer all the Questions (10 Marks)

1. What do you mean by group dynamics?
2. What is synergy?
3. Can pay be a motivator? Justify the statement.
4. Outline the differences between a Leader and a Manager.
5. What are perceptual errors? Name any two.
6. What is social loafing?
7. Outline the determinants of personality.
8. State two formal and informal groups of each.
9. What is Ohio state leadership study?
10. Distinguish between formal and informal groups.

II. Short notes (Answer any two)

(2x5=10 marks)

1. What is the Big Five Factor Theory? How does it help in recruitment and performance evaluation of an employee?
2. Examine the different styles to study the leadership behaviour. Is there a best style?
3. Compare and contrast the need hierarchy theory with two factor theory.

III. Long questions (Answer any one)

(1x10=10 marks)

1. "Motivation is a product of values one seeks and one's estimation of the probability that a certain action will lead to those values." Discuss the idea contained in the statement.
2. Why is leadership so important in the current and turbulent environment? What are the different ingredients that make a team effective? Explain in detail.
3. Why do we join groups? Explain the different stages of group development with an example.



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1ST SEMESTER (BATCH 2018-20)

CLASS TEST - II

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. What do you mean by synergy?
2. Does motivation come from within a person or is it a result of the situation?
3. What is Halo effect? How does it affect perception?
4. Explain in brief the concept of positive and negative inequity according to Adam's Equity theory.
5. What is social loafing?
6. What is Machiavellianism?
7. What is group dynamics?
8. How does stereotype thinking influence perception of an individual?
9. What is internal and external locus of control?
10. What is principle of similarity?

II. Short notes (Answer any two)

(2x5=10 marks)

1. Difference between leader and manager
2. Big five personality model
3. Type A and Type B personality

III. Long questions (Answer any one)

(1x10=10 marks)

1. Explain the relevance and importance of leadership in the current context of changing and turbulent business environment. Elaborate the Fiedler's contingency model.
2. Why are groups formed? What are the various types of groups? Explain the stages in group development.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

1ST SEMESTER (BATCH 2017-19)

CLASS TEST - II

Organization Behaviour (MNG106)

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. (A) Fill in the blanks:

(1x5=5 marks)

1. According to Fiedler's model of leadership, leader effectiveness is a function of leader style, _____ and _____.
2. The two factor theory of motivation, otherwise called as _____ theory is developed by _____.
3. _____ and _____ group are the two broader categories of informal groups.
4. The three major categories of factors that influence one's perception about another person include characteristics of the _____, the target and the _____.
5. The process theory of motivation covers _____ theory and _____ theory.

(B) Answer in brief:

(1x5=5 marks)

1. What are perceptual errors?
2. What is internal and external locus of control?
3. What is Halo effect? How does it affect perception?
4. What do you mean by synergy?
5. What is the importance of emotional intelligence at the workplace?

II. Write Short Notes on any two:

(2x5=10 marks)

1. Difference between leader and manager
2. Difference between team and group
3. Type A and Type B personality

III. Long Questions (Answer any one) :

(1x10=10 marks)

1. Why motivation is a critical issue of interest to managers in organization? Explain Maslow's hierarchy of need with examples.
2. Explain the relevance and importance of leadership in the current context of changing and turbulent environment. Elaborate the Fiedler's contingency model.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

1ST SEMESTER (BATCH 2016-18)

CLASS TEST - II

Organization Behaviour (MNG106)

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. Answer all the question :

[1x10=10]

1. The Managerial Grid depicts that -----Leadership Style is characterized by a high concern for production and a low concern for -----
2. The three key elements under Vroom's theory of motivation includes; ----- instrumentality and -----
3. According to Porter Lawler Model performance accomplishment depends on both ----- and ----- reward.
4. Carrot and stick approach was used under ----- theory by Herzberg to define -----factors.
5. -----is applying what has been learned and -----occurs when we discard old routines in order to learn new ones.
6. What is the difference between formal and informal group?
7. What is stereotyping?
8. How can you differentiate type A and B personality?
9. What is the importance of emotional intelligence?
10. Explain charismatic leadership with example.

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

[5x2=10]

1. Principles of perceptual groping
2. Components of attitudes
3. Maslow hierarchy of need

III. Answer any one of the following :

[10x1=10]

1. Why motivation is a critical issue of interest to managers in organization? Explain Maslow's hierarchy of need and ERG theory of motivation. How these two theories are related to each other/
2. How perception influences decision making in an organization? Elaborate the model of the perceptual process.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

1ST SEMESTER (BATCH 2015-17)

CLASS TEST - II

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. Define Machiavellianism.
2. What is internal locus of control?
3. Explain the term narcissism.
4. Explain the term self-esteem.
5. What is organizational culture?
6. What is socialization?
7. Define perception?
8. What is attribution?
9. How reliable and dependable a person is if his scores are low on conscientiousness?
10. Write on similarity between Maslow's need hierarchy theory and Herzberg's two factor theory?

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

[5 x 2=10]

1. Type A and Type B personality
2. Differentiate between group and team
3. Differentiate between leader and manager

III. Answer any one of the following :

[10 x 1=10]

1. What are different types of groups that exist in an organization? Explain the stages of group development?
2. How does personality relate to OB? Discuss its major determinants.
3. Discuss different styles of leadership. What kind of style is best suited to a modern day organization. Justify.
