

INTERNATIONAL CENTRE FOR APPLIED SCIENCES
 (Manipal University)
I SEMESTER B.S. DEGREE EXAMINATION – JUNE 2016
SUBJECT: ORGANIZATIONAL BEHAVIOR (HS111)
(NEW SCHEME 2014)
(COMMON TO ALL BRANCHES)
SATURDAY, 18th JUNE, 2016

Time: 3 Hours

Max. Marks: 100

✓ **Answer ANY FIVE full Questions.**

1. Choose the correct answer

- 1A. Phi-phenomenon is a type of :
 A) Autokinetic illusion B) Stroboscopic motion C) Induced Motion D) Apparent motion
- 1B. Which of the following terms is not associated with ‘ Job specification’?
 A) Education B) Job title C) Experience D) Training
- 1C. Branch of science that studies about the influence people have on one another is :
 A) Sociology B) Anthropology C) Political Psychology D) Social Psychology
- 1D. Horizontal expansion of job is :
 A) Job enlargement B) Job rotation C) Job engineering D) Job enrichment
- 1E. A condition that occurs when an organization takes on a life of its own, apart from any of its members and acquires immortality:
 A) Independence B) Centralization C) Institutionalization D) Autonomous
- 1F. Collaborating is
 A) Competition-oriented B) Cooperation -oriented C) Self-oriented D) Education oriented
- 1G. Least Preferred Co-worker (LPC) MODEL of leadership was developed
 A) Whetton B) Martin Evans C) Fred Fielder D) Robert House
- 1H. Which of the following is a primary reinforcer?
 A) Praise B) Money C) Food D) Promotion
- 1I. How other’s believe a person should act in a given situation is:
 A) Role Perception B) Role conflict C) Role expectation D) Psychological contract
- 1J. A trusted third party who provides an informal communication link between the negotiator and the opponent is the
 A) Conciliator B) Consultant C) Mediator D) Arbitrator

1K. A common perception held by the organization's members; a system of shared meaning is referred to as:

A) Organizational Ritual B) Belief system C) Organizational culture D) Formalization

1L. The 'Laws of Perception' were given by:

A) Behaviorist B) Psychoanalyst C) Humanist D) Gestalt

1M. Concept of 'Central trait' given by :

A) Allport B) Cattell C) Freud D) Jung

1N. You teach your dog to pick newspaper by giving him biscuits every time he picks up the newspaper. This is an example of :

A) Operant conditioning B) Classical conditioning
C) Backward conditioning D) Latent learning

1O. A process theory of motivation is most likely to focus on _____.

A) Frustration-regression B) Expectancies regarding work outcomes
C) Lower-order needs D) Higher-order needs

1P. An employee who has a need for more self-respect has unmet _____ needs, according to Abraham Maslow:

A) Physiological B) Safety C) Social D) Esteem

1Q. Attribution of one's own motive to others is called:

A) Identification B) Projection C) Association D) Reaction formation

1R. The study of gestures and body postures for their impact on communication is an issue of:

A) Kinesics B) Proxemics C) Informal channel D) Semantics

1S. Which type of departmentalization achieves economies of scale by placing people with common skills and orientations into common units?

A) Customer B) Functional C) Product D) Geographic

1T. The 'philosophy' of an organization is:

A) Rationale B) Principle C) Ideology D) objectives (1x20=20 marks)

2. Write very short answer on:

2A. Role of a manager

2B. Perception

2C. Token economy

2D. Ego

2E. Motivation

2F. Burn out

2G. Grape vine communication

2H. Power Bases

2I. Functions of organizational culture

2J. Job analysis

(2x10 = 20 marks)

3. Write short note on:

- 3A. Challenges for organizational behavior
- 3B. Perceptual constancy
- 3C. Applications of learning principles
- 3D. Defense mechanism

(5x4 =20 marks)

4. Write short note on:

- 4A. Expectancy theory of motivation
- 4B. Directions of communication in an organization
- 4C. Conflict handling intentions
- 4D. Stage of group formation

(5x4=20 marks)

5A. Discuss the various decision making techniques in an organization.

5B. What are the various ways to deal effectively with stress. (10x2=20 marks)

6A. Enumerate on the various elements on Organizational structure.

6B. Highlight the differences between Performance appraisal and Job evaluation (10 x 2= 20 marks)

7. Write a brief account on any four leadership theories. (20 Marks)

8. Explain in detail the Conflict process. (20 Marks)

