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INTERNATIONAL CENTRE FOR APPLIED SCIENCES
(Manipal University)
I SEMESTER B.S. DEGREE EXAMINATION – NOV. / DEC. 2016
SUBJECT: ORGANIZATIONAL BEHAVIOR (HS111)
(NEW SCHEME 2014)
(BRANCH: COMMEN TO ALL)
Thursday, 15 December 2016

Time: 3 Hours

Max. Marks: 100

✓ **Answer ANY FIVE full Questions.**

1. Choose the best answer

(20×01= 20 Marks)

- (i) Which Mintzberg managerial role a manager acts while presenting awards to outstanding employees within his department?
A) Figure head role B) Monitor role C) Liaison role D) Leader role
- (ii) If a child is rewarded for appropriate behavior every 10 minutes, what type of schedule is being used?
A) Fixed ratio B) Variable ratio C) Fixed interval D) Variable interval
- (iii) According to Freud, primitive instinctual motives and repressed memories are stored in the :
A) Conscious mind B) Preconscious mind C) Unconscious mind D) Superego
- (iv) An individual's belief that he or she is capable of performing a task is called:
A) Self-worth B) Self-actualization C) Self-esteem D) Self-efficacy
- (v) Type of conflict considered the most stressful because the choice has both an appealing and unappealing aspect is:
A) Avoidance-avoidance B) Approach-approach C) Approach-avoidance D) Stressor
- (vi) A content theory of motivation is most likely to focus on :
A) Organizational justice B) Instrumentalities C) Equities D) Individual needs
- (vii) Thematic Apperception Test (TAT) is designed to assess:
A) Perception B) Attention C) Learning D) Personality
- (viii) The conflict-handling intention that represents the midrange on both assertiveness and cooperativeness is:
A) Competing B) Collaborating C) Compromising D) Accommodating
- (ix) All of the following serve to sustain a culture EXCEPT:
A) Selection B) Socialization C) Formalization D) Top management

- (x) A power base that is dependent on fear of negative results from failing to comply is called:
- A) Coercive power B) Information power C) Expert power D) Representative power
- (xi) Communication between departments or functional units of companies is known as
- A) Command communication B) Upward communication
C) Downward communication D) Horizontal communication.
- (xii) An idea generation process that specifically encourages any and all alternatives while withholding any criticism of those alternatives:
- A) Nominal techniques B) Brain storming technique C) Voting D) Interacting group
- (xiii) Manager's failure to enforce a late-to-work policy the same way for all employees is a violation of _____ justice
- A) Interactional B) Moral C) Distributive D) Procedural
- (xiv) Important groups to which individuals belong or hope to belong and with whose norms individuals are likely to confirm:
- A) Standard group B) Out group C) In group D) Reference group
- (xv) Sometimes the ego can control or defend against the expression of a forbidden impulse by consciously expressing its opposite. This is known as:
- A) Displacement B) Projection C) Rationalization D) Reaction Formation
- (xvi) The management function of _____ is concerned with creating enthusiasm for hard work among organizational members
- A) Planning B) Motivating C) Controlling D) Leading
- (xvii) The theory that some people have specific characteristics that differentiate leaders from non-leaders is called:
- A) Path-goal B) Trait C) Behavioral D) Situational
- (xviii) If there is a basic conflict between the individual's expectations and the organization's expectations, the employee is most likely to be disillusioned and quit during which stage?
- A) Encounter B) Pre-arrival C) Anxiety D) Metamorphosis
- (xix) Bandura's approach to personality is
- A) Classical Conditioning B) Operant conditioning
C) Social learning D) Insight learning
- (xx) The value to the individual of various outcomes :
- A) Job satisfaction B) Validity C) Instrumentality D) Valence

2. Write very short answer on:

- (i) Organizational behavior
- (ii) Illusion
- (iii) Shaping
- (iv) Cardinal trait
- (v) Management by Objective
- (vi) Stress
- (vii) Communication model
- (viii) Interactionist view of conflict
- (ix) Work place spirituality
- (x) Span of control

(10×02= 20 Marks)

3. Write short note on:

- (i) Disciplines that contributes to organizational behavior
- (ii) Monocular cues
- (iii) Laws of learning
- (iv) Hierarchy of needs

(5×4=20 Marks)

4. Write short note on:

- (i) Organizational strategies to deal with employee stress
- (ii) Barriers to effective communication
- (iii) Views on conflict
- (iv) Properties of group

(5×4=20 Marks)

5A. Discuss any two behavioral theories of leadership.

5B. Explain the roles of a manager in an organization.

(10+10)

6A. Discuss the common organizational designs

6B. Explain how a culture is been sustained in an organization.

(10+10)

7. Write a brief account on the process theories of motivation.

(20 Marks)

8. Elaborate on the Work –Stress model.

(20 Marks)

