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SEAT No. :

PF-5704

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M.B.A.

OB 502 MJ - GC - 02 : ORGANIZATIONAL BEHAVIOUR

(2024 Pattern) (Semester - I)

Time : 2½ Hours] *[Max. Marks : 50*

Instructions to the candidates:

1) *All questions are compulsory.*
2) *Each question has an internal option.*
3) *Each question carries 10 marks.*

Q1) **Solve any five questions :** **[10]**

a) Define OB & enlist any 4 models of OB.

b) Who proposed Johari Window & enlist 4 quadrants of Johari Window.

c) What are the factors that influence perception?

d) What is the meaning of group? Enlist stages of group development.

e) What are the different types of leadership?

f) What are the causes of work stress?

g) What are the types of organizational change?

h) What is stereotyping?

Q2) **Solve any two out of the three questions :** **[10]**

a) Compare and contrast the different models of OB (Autocratic, Custodial, Supportive, Collegial & SOBC).

b) Describe the factors that influence perception and their impact on decision-making.

c) Explain ADKAR Model of change management in detail.

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Q3) **Answer any One of the following :** **[10]**

a) Analyze the impact of organizational culture on employee behavior and suggest ways to improve organizational culture.

OR

b) A company is facing a problem with low employee motivation. Using motivation theories (Maslow's Need Hierarchy, Herzberg's Two Factor Model Theory), suggest strategies to improve employee motivation.

Q4) **Answer any One of the following :** **[10]**

a) Compare and contrast the different motivation theories, including Maslow's Need Hierarchy, Herzberg's Two-Factor Model, and Vroom's Expectancy Theory. Explain the implications of these theories for organizational behavior and provide examples of how they can be applied in practice.

OR

b) Explain the concept of organizational change and discuss the different types of change. Describe the strategies for implementing organizational change and overcoming resistance to change. Provide examples of how organizational change can affect employee motivation and job satisfaction.

Q5) **Answer any One of the following :** **[10]**

a) Design a training program for new employees that incorporates the principles of organizational behavior. The program should include modules on personality, perception, motivation, and group dynamics. Provide a detailed outline of the program, including the objectives, content, and evaluation methods.

OR

b) Design a stress management program for employees that incorporates the principles of yoga and work-life balance. The program should include modules on stress management, yoga, and work-life balance. Provide a detailed outline of the program, including the objectives, content, and evaluation methods.

