



Seat No. : _____

DH-105

December-2025

Int. MBA, Sem.-VII

Organizational Behaviour

Time : 2:30 Hours]

[Max. Marks : 70

1. Answer any **TWO** from the following : 14
- (A) Write a detailed note on various intellectual abilities contributing to the foundation of individual behaviour in the study of OB. Give adequate examples for each.
- (B) Explain the major understanding of Social theory of learning with its practical application in real life scenarios.
- (C) Define 'Organizational Behaviour'. Ever since organizations came into existence, managers have been managing their workforce, even without the understanding of OB. What difference does the understanding of OB bring to workforce management in organizations ? Explain in detail with various examples how application of theoretical knowledge of OB helps in improving organizational effectiveness.
2. Answer any **TWO** from the following : 14
- (A) Individual decision making is subject to various biases and errors that restrict them from making the most rational decisions. Which are these ? Explain with relevant examples for each.
- (B) Emotions and Moods play a very important role in influencing various processes and activities related to Organizational Behaviour. Explain in detail the same.
- (C) Which factors affect in determining human personality ? Explain in detail.
3. (A) Explain how groups are formed in an organization. If a group is formed for a short time span which group formation model will be adopted ? 7
- (B) Explain different bases of power with the help of workplace situations where managers use these powers to get work done. 7

OR

3. (A) What are the key properties of an effective group ? Explain how these properties help improve performance in real organizational situations. 7
- (B) What is impression management ? Describe common techniques employees use to create a positive image in the workplace. Give practical examples. 7
4. (A) Explain how a manager can use situational theory of leadership to handle different teams in a modern organization. Give workplace examples. 7
- (B) Describe the conflict process with a practical example from an organization like conflict between departments or colleagues. 7

OR

4. A food delivery startup having several employees is based at Ahmedabad. Several job applicants from various locations of India have applied for the company positions. Apart from a lavish office layout with vibrant colourful furniture and ambience, the HR manager, Mr. Sinha, wants to work on designing work policies affecting employee motivation. The office has a diverse workforce ranging from males to females, young aspirants to middle aged family persons and the locals to migrants from several cities of India. Mr. Sinha understands different schemes will be necessary to motivate employees of different abilities and requirements. 14

Explain in detail any SEVEN motivational tools or policies with their advantages and disadvantages which can be considered while deciding their non-monetary attractions.

5. (A) Discuss the dysfunctional aspects of organizational culture. Explain how a strong culture can be transmitted. 7
- (B) Define 'Transactional Analysis'. Write a detailed note on various types of games that people play in organizations and what are its consequences. 7

OR

5. (A) Define 'Attitude'. Explain in detail how different components of Attitude make the whole using the two different examples for each of the components. 7
- (B) Explain in detail 'Hofstede's Cultural dimensions'. 7