

**MBA in SIBFT Sem.-3 Examination
Organizational Behaviour**

Time : 2.30 Hours]

December-2025

[Max.Marks : 70

Instructions:

- Question no 1 to 5 carry 14 marks each.
- Question no. 1 is compulsory.
- In question 5, each of the question is of 2 marks each.

Question 1

- i. Discuss the importance of perception in Organizational Behaviour. How do perceptual processes and common perceptual errors influence managerial decision-making and employee behaviour? Explain with suitable examples.

Question 2

- i. How do the big Five Personality traits predict work behaviour?
- ii. Explain the components of Attitude. Does Behaviour always follow attitude? What are the major job attitudes at Workplace?

OR

- i. Define Power. Also explain the Bases (Types) of Power?
- ii. What is organizational culture? How culture is transmitted to employees?

Question 3

- i. What do you understand by organizational politics? Discuss the causes and consequences of politics in an organization with example.
- ii. Discuss the common biases and errors that arise in Decision Making Process?

OR

- i. Identify a Charismatic Leader and a Servant Leader. Compare two leaders. Give reasons to support your answer?
- ii. Discuss Transactional Analysis with suitable examples in detail.

Question 4

- i. You have recently created a group of 10 employees in your organization. Explain what stages of group development they will go through. Also mention what you should do as a team leader to help the team at each of these stages.
- ii. Call centers have a very high attrition rate. Late night shifts, high work pressure, monotonous and repetitive nature of work; are just some of the reasons for this. How would you motivate the employees in such a scenario? Explain with reference to any theory of motivation.

OR

Mr. Vyas, CEO, heads a leader in global computer hardware market, with largest market share. He is hardworking person and nurture vision of taking he firm to new heights by doubling the turnover in 5 years. The computer market is

competitive with presence of Dell and HP along with other small players. The firm's value-added desktop and server have made them reach their peak in sales in India. With respect to quality and price it remains a market leader. Once known as best workplace and bagged best employer award from various agencies, it suddenly started decaying. Political infighting, cynicism, gender bias, and labour law violations riddled the firm with frequent work stoppages, workplace violence and loss of productivity. Bose is the Vice president of HR department. Both Vyas and Bose worked together earlier with mutual respect and understanding. Bose joined the firm 5 years ago after Vyas became the CEO of the company. Bose leveraged his earlier ties with Vyas and started restructuring the entire organization. It followed manpower rationalization decisions rendering many people surplus in their jobs and their redeployment in different areas of the organization. Bose did the entire task very diligently in best interest of the organization.

One day PC assemblers at the shop floor level with their union leaders stormed into Vyas's cabin along with woman who alleged misbehaviour by Bose. She had been working with the firm since inception. Vyas asked them to cool down and after listening to allegations pacified them saying "I will talk to Bose". Bose told Vyas that he had identified woman as surplus and asked her to report to packaging shop floor. He had also issued a note to supervisor of assembly and packaging shop floor with a copy to that woman.

- i. Study the political dynamics here, analysis where things went wrong and critically evaluate vyas's role
- ii. What are various sources of power in an organizations?

Question 5-Explain the following in brief: (Attempt any 7 out of 12)

- i. What is Goal setting theory
- ii. What is Organizational behavior
- iii. What is LMX theory of leadership
- iv. Job Satisfaction
- v. Explain Team
- vi. Explain Group.
- vii. Explain the stereotyping
- viii. Explain Organizational Conflict
- ix. What is learning
- x. Explain Reward system
- xi. What is Attitude
- xii. What is Motivation

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