

Gambhira



Avinashilingam Institute for Home Science and Higher Education for Women
(Deemed to be University Estd. u/s 3 of UGC Act 1956, Category 'A' by MHRD)
Re-accredited with 'A++' Grade by NAAC. Recognised by UGC Under Section 12B
Colombatore - 641 043, Tamil Nadu, India

Bachelor's Degree Examination – November 2024
V Semester

Class : III UG
Major : Psychology

Time: 3 Hours
Max. Marks: 100

21BPSC13 Organizational Behaviour

Course Outcomes:

At the end of the course, students will:

- CO1 : Describe the foundations of Organizational Behaviour
CO2 : Compose effective group in an organization
CO3 : Apply the significance of leadership and motivation
CO4 : Identify effective teams and power in an organization
CO5 : Prepare training programmes and manage stress at work place

Part A

10 x 1 = 10

Choose the Correct Answer

1. The main focus of organizational behaviours is CO1 K1
 - a. Employee interactions
 - b. Financial performance
 - c. Market competition
 - d. Production efficiency
2. This element is crucial for understanding organizational behaviour. CO1 K1
 - a. Cultural influences
 - b. Technological advancements
 - c. Human behaviour
 - d. Economic factors
3. The main advantage of group decision-making is CO2 K1
 - a. Increased creativity
 - b. Faster outcomes
 - c. Higher costs
 - d. Less accountability
4. This aspect significantly influences individual behaviour in organizations is CO2 K1
 - a. Personal values
 - b. Job role
 - c. Organizational policies
 - d. Team size
5. This theory focuses on intrinsic motivation is CO3 K1
 - a. Herzberg's Two-Factor Theory
 - b. Maslow's Hierarchy of Needs
 - c. Expectancy Theory
 - d. Equity Theory
6. Emotional intelligence is vital for CO3 K1
 - a. Task performance
 - b. Leadership success
 - c. Profit maximization
 - d. Employee turnover
7. The primary role of a team leader is CO4 K1
 - a. Enforcing rules
 - b. Facilitating collaboration
 - c. Evaluating performance
 - d. Assigning tasks
8. The type of power relies on fear and punishment is CO4 K1
 - a. Reward power
 - b. Referent power
 - c. Coercive power
 - d. Expert power
9. The main purpose of employee training is to CO5 K1
 - a. Enhance skills
 - b. Reduce turnover
 - c. Increase profits
 - d. Lower costs
10. The performance evaluation method involves feedback from multiple sources is CO5 K1
 - a. Self-assessment
 - b. 360-degree feedback
 - c. Peer review
 - d. Management appraisal

Part B

5 x 6 = 30

Answer ALL questions

Each answer should not exceed 400 words or two pages

- 11.a. Discuss the key disciplines that contribute to organizational behaviour. CO1 K2
(or)
- 11.b. Outline the main components of organizational behaviour and their significance. CO1 K2
- 12.a. Evaluate the relationship between employee attitudes and job satisfaction. CO2 K3
(or)
- 12.b. Explicate on group structure influence of decision-making processes. CO2 K3
- 13.a. Analyze the Transformational Leadership Theory and its practical implications in Organizational Settings. CO3 K3
(or)
- 13.b. Examine the Maslow's Hierarchy of Needs. CO3 K3
- 14.a. Expound on the different types of teams in organizations. CO4 K2
(or)
- 14.b. Discuss about the strategies that organizations can use to foster effective team development. CO4 K3
- 15.a. Describe the objectives of performance evaluations in the workplace. CO5 K2
(or)
- 15.b. Write short notes on ways to improve the performance evaluation process. CO5 K2

Part C

5 x 12 = 60

Answer ALL questions

Each answer should not exceed 800 words or four pages

- 16.a. Elaborate on the key challenges organizations face in the contemporary business environment. CO1 K3
(or)
- 16.b. Explain about the psychological factors that influence individual behaviour in organizations. CO1 K3
- 17.a. Describe the stages of group development. CO2 K2
(or)
- 17.b. Delineate on the effective negotiation strategies that can lead to successful outcomes. CO2 K3
- 18.a. Enumerate on the Situational Leadership Theory, focusing on its applications in managing teams and employees. CO3 K4
(or)
- 18.b. Discuss about the personality traits and values impact in workplace relationships. CO3 K3
- 19.a. Explain about the essential processes for enhancing team effectiveness. CO4 K3
(or)
- 19.b. Analyze the different bases of power within organizations and their implications. CO4 K3
- 20.a. Compare various training methodologies used in organizations and their effectiveness. CO5 K3
(or)
- 20.b. Give a detailed account on strategies for effective stress management in the workplace. CO5 K3
