



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 (now MoE)
Re-accredited with 'A++' Grade by NAAC. CGPA 3.65/4, category I by UGC
Coimbatore - 641 043, Tamil Nadu, India.

Continuous Internal Assessment Test I- August 2025
I Semester

Class : I UG
Major : BBA

Time: 2 Hours
Max. Marks: 60

25BBAC04- Human Behavior and Organization

- CO1:** Develop necessary skills to prepare a HR policy to attain work life balance
CO2: Enable to prepare a Human Resource in an organization
CO3: To analyse the applicability, use of different kinds of training, development strategies
CO4: Organise counseling sessions for employees in the organization and design incentive schemes for different job roles in the organization.
CO5: Create HR policies related to grievance redressal, employee health, safety, welfare and their society security in an organization.

Part A

6x 1 = 6

Choose the Correct Answer

- According to Mintzberg's classification of managerial roles, a(n) _____ searches the organization and its environment for opportunities and initiates projects to bring about change
a. spokesperson b. entrepreneur c. resource allocator d. negotiator K3
- The ability to understand, communicate with, motivate, and support other people, both individually and in groups, may be defined as _____
a. Human skills b. Technical skills c. Conceptual skills d. Cognitive skills K2
- Why is work-life balance important for employers? K2
a. It leads to lower employee morale and productivity.
b. It helps to reduce employee turnover and absenteeism.
c. It has no impact on the employer's bottom line.
d. It only benefits the employees and not the company.
- Carlotta has identified several possible sources for Himalayan salt to make her bath salts. Now she is comparing their prices, quality, and delivery times. At what step is she in the decision-making process? K3
a. Develop alternatives b. Analyze alternatives c. Select an alternative d. Implement the alternative
- The Johari Window is a model used to understand: K2
a. Types of attitudes. b. The perceptual process. c. Personality traits. d. Interpersonal communication and self-awareness.
- Which level of Maslow's hierarchy of needs deals with satisfying one's hunger, thirst, and other bodily needs? K1
a. physiological b. social c. esteem d. Psychological

Part- B

3x6=18

Answer ALL Questions

Each answer should not exceed 400 words or two pages

- a. Identify any three challenges and three opportunities of Organizational Behavior in today's workplace. K2
(or)
b. What is *work-life balance*? Highlight three strategies organizations use to support it. K1
- a. List the key steps involved in the decision-making process. K1
(or)
b. Describe the ego states in Transactional Analysis and their significance. K2
- a. Summarize three reasons why motivation is important in the workplace. K2
(or)
b. Use Vroom's Expectancy Theory to evaluate why an employee may not be motivated by a promised bonus. K3

Part-C

3x12=36

Answer ALL questions

Each answer should not exceed 800 words or four pages

10. a. Enumerate the major contributing disciplines of organizational behavior and describe their role. K2
(or)
b. Explain how the different determinants influence organizational behavior in the workplace. K2
11. a. Explain the Johari Window model and discuss its application in enhancing self-awareness and communication in teams. K3
(or)
b. Describe the communication process and explain how feedback influences communication effectiveness. K2
12. a. Explain how motivation contributes to employee **efficiency, job satisfaction, and organizational performance**. K2
(or)
b. A worker feels that their input-output ratio is lower compared to a colleague with similar responsibilities. Analyze this situation using **Equity Theory** and recommend appropriate managerial actions K3

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Prepared by : Dr.S.S.Shanthakumari

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15