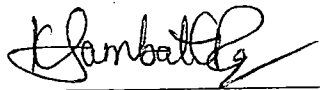


2.12.25

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 - 641043, Tamil Nadu, India

Bachelor's Degree Examination – November 2025

I Semester

Class : I UG

Time : 3 Hours

Major : Bachelor of Business Administration

Max. Marks: 100

25BBAC04 Human Behavior and Organization

Course Outcomes:

CO1: Develop necessary skills to prepare a HR policy to attain work life balance

CO2: Enable to prepare a Human Resource Plan in an organization

CO3: To analyze the applicability, use of different kinds of training, development strategies

CO4: Organize counseling sessions for employees in an organization and design- incentive schemes for different job roles in an organization.

CO5: Create HR policies related to grievance redressal- employee health- safety- welfare and their social security in an organization.

Part A

10 x 1 = 10

Choose the Correct Answer

1. Which of the following best defines Organizational Behaviour? CO1 K1
 - a. Study of organizational profits
 - b. Study of human behaviour in organizations
 - c. Study of financial decision-making
 - d. Study of organizational hierarchy
2. Which discipline is not a direct contributor to Organizational Behaviour? CO1 K1
 - a. Psychology
 - b. Sociology
 - c. Anthropology
 - d. Astronomy
3. Which of the following is a feature of individual decision making? CO2 K1
 - a. Less time-consuming
 - b. More diverse opinions
 - c. Less responsibility
 - d. More conflicts
4. The Johari Window is primarily used to improve: CO2 K1
 - a. Technical skills
 - b. Communication and self-awareness
 - c. Leadership style
 - d. Decision-making models
5. According to Vroom's Expectancy Theory, motivation depends on: CO3 K1
 - a. Effort, Performance, and Rewards
 - b. Power, Authority, and Control
 - c. Discipline, Equity, and Punishment
 - d. Stress, Climate, and Change
6. McClelland's Theory of Motivation includes which of the following needs? CO3 K1
 - a. Physiological, Safety, and Esteem
 - b. Achievement, Affiliation, and Power
 - c. Equity, Valence, and Expectancy
 - d. Charisma, Leadership, and Influence
7. Which of the following is a determinant of organizational culture?
 - a. Climate
 - b. Leadership style
 - c. Communication channels
 - d. All of the above
8. Stress management in organizations can be achieved through: CO3 K1
 - a. Ignoring employee grievances
 - b. Job redesign and relaxation techniques

9. Which leadership style is based on **exchange between leader and follower? CO3 K1
- a. Trait theory b. Transactional leadership
- c. Transformational leadership d. Charismatic leadership
10. Which of the following is a conflict resolution strategy? CO3 K1
- a. Avoidance b. Collaboration
- c. Compromise d. All of the above

Part B

5 x 6 = 30

Answer ALL questions

Each answer should not exceed 400 words or two pages

- 11 a. Identify the challenges and opportunities of Organizational Behaviour. CO1 K2
- (or)
- 11.b. Outline the scope of Organizational Behaviour. CO1 K2
- 12 a. Explain the decision-making process with a diagram. CO1 K2
- (or)
- 12.b. Give a detailed account on Johari Window with examples. CO1 K2
- 13 a. Explain Vroom's Valence Expectancy Theory. CO2 K3
- (or)
- 13.b. Write McClelland's theory of motivation. CO2 K3
- 14 a. Indicate the determinants of organizational culture. CO3 K3
- (or)
- 14.b. Bring out the methods for prevention and management of stress. CO3 K3
- 15.a. Explain the different power tactics used in organizations. CO3 K3
- (or)
- 15.b. Describe the strategies for the conflict resolution. CO3 K3

Part C

5 x 12 = 60

Answer ALL questions

Each answer should not exceed 800 words or four pages

- 16 a. Explain the conceptual frame work on Organizational Behaviour. CO1 K3
- (or)
- 16.b. Examine the importance of Work-Life Balance in modern organizations. CO1 K3
- 17 a. Differentiate between individual and group decision making. Which one is more effective? Why? CO1 K3
- (or)
- 17.b. Explain Transactional Analysis (TA) in detail with suitable examples. CO1 K3
- 18 a. Explain the Equity Theory of Motivation and analyze how does it affect employee behaviour? CO3 K4
- (or)
- 18.b. Discuss Ken Thomas's Intrinsic Motivation Theory and its application in organizations. CO3 K4
- 19 a. Examine the importance of organizational change and the ways to manage it effectively. CO2 K4
- (or)
- 19.b. Explore the need for pleasant organizational climate and its impact on employee performance. CO2 K4
- 20.a. Critically analyze the transformational and transactional theories of leadership. CO2 K4
- (or)
- 20.b. Analyze the various sources of conflict with examples CO2 K4