

## **Paper – Organisational Behaviour**

### **Vth Sem**

### **Assignment**

Q1. “Organisational Behaviour represents interactions among individuals, groups and the organization.”  
Elucidate this statement.

Q2. What is Emotional Intelligence and why is it important in an organization.

Q3. What is Job satisfaction? What factors determine Job Satisfaction?

Q4. Distinguish between Maslow’s Need Hierarchy theory and Herzberg’s two factor theory.

Q5. What is meant by reinforcement? What types of reinforces could be employed by the managers to make the employees learn new behaviours?

Q6. Explain the concept of Personality. Briefly describe the MBTI Model.

Q7. What are contributing disciplines to the field of OB? List their contribution at the individual, group and organizational levels.

Q8. Explain the concept of Cognitive Dissonance. What factors determine an individual’s desire to reduce dissonance?

### **Test**

Q1. What is operant conditioning? How is it different from classical conditioning?

Q2 Explain the concept of Personality. Briefly describe the Big Five personality Traits Model.

Q3 . Distinguish between McGregor’s Theory X and Theory Y and McClelland’s Theory of Motivation.

Q4.. What is Emotional Intelligence and why is it important in an organization?

## **MULTIPLE CHOICE QUESTIONS ( MCQ'S)**

- 1. A common definition of Organisational Behaviour is that it is the study of:**
  - a) Patterns of organisational structure
  - b) Group behavior
  - c) Individual behavior
  - d) All of the above
  
- 2. Which of the following is not part of the basic framework for analysing Organisational Behaviour issues?**
  - a) The process of management
  - b) Organisational context
  - c) Gender and ethnic differences
  - d) Behaviour of people
  - e) None of the above
  
- 3. The four main dimensions which influence behaviour in work organisations are:**
  - a) Individual, organisation, group, gender
  - b) Individual, group, organisation, environment
  - c) Group, environment, organisation, gender
  - d) Environment, group, individual, gender
  
- 4. The main contribution of psychology to Organisational Behaviour is the study of:**
  - a) Personality, attitudes, perceptions and motives

- b) Social structures and relationships
- c) Social beliefs, customs and values
- d) Philosophy and ethics of human activity

**5. Which of the following is not an influence on behaviour in work organisations?**

- a) The group
- b) The individual
- c) The environment
- d) The building

**6. The \_\_\_\_\_ leadership style is an expression of the leader's trust in the abilities of his subordinates.**

- a) Participative
- b) Delegative
- c) Authoritarian
- d) All of the above

**7. Work attitudes can be reflected in an organization through**

- a) Job satisfaction
- b) Organizational commitment
- c) Both 'A' and 'B'
- d) None of the above

**8. Feature(s) of Maslow's need hierarchy theory is (are):**

- a) Theory of human motives

- b) Classifies basic human needs in a hierarchy
- c) Theory of human motivation
- d) All of the above

**9. Organizational culture includes:**

- a) Organizational rituals and ceremonies
- b) Norms shared by the teams
- c) Commonly used language
- d) All of the above

**10. Organizational objectives can be achieved by**

- a) Group work
- b) Division of labour
- c) Hierarchy of authority
- d) All of the above

Answers: d,c,b,c,d,b,c,b,d,d