

Name:	
Enrolment No:	

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, Dec 2021

Program: BBA LLB

Semester: III

Subject/Course: Organizational Behaviour

Time: 3 Hours

Course Code: HRES2001

Max Marks: 100

SECTION A

(Attempt all questions)

S. No.		Marks	CO
	Multiple Choice Questions	10	
i	Operant Conditioning theory of learning was given by: A. Ivan Pavlov B. B.F. Skinner C. Albert Bandura D. F.W. Taylor	2	CO1
ii	Which of the following are not characteristics of transactional leaders: A. Contingent Reward B. Management by Exception C. Laissez-Faire D. Individualized Consideration	2	CO1
iii	If you are “very creative and focused on handling new challenges”, your score is high on which of the following dimensions of Big Five Model of personality: A. Openness B. Conscientiousness C. Extraversion D. Agreeableness E. Neuroticism	2	CO1

iv	Which learning theory states that “subject learns behavior by associating it with consequences”- A. Classical conditioning B. Operant Conditioning C. Social Learning theory D. None of the above	2	CO1
v	Which of the following is not a method of organizing stimuli in perception process? A. Similarity B. Proximity C. Figure ground D. Stereotyping	2	CO1
SECTION B			
(Attempt all question)		20	
Q1	How would you relate relationship conflict with organizational performance? Explain.	5	CO4
Q2	How you will manage your virtual team effectively?	5	CO3
Q3	How does organizational culture impacts employee performance?	5	CO4
Q4	Illustrate ABC model of attitude with an example.	5	CO2
SECTION-C			
(Attempt all questions)		20	
Q1	Have you experienced social loafing as a team member? What did you do to prevent this problem?	10	CO3
Q2	If you are starting a startup, which OB model you would like use in your organization and why?	10	CO1
SECTION-D			
(Attempt all questions)		50	
Q1	Leadership and Introversion Case When people think of a stereotypical leader, they often conjure up the image of a dynamic public speaker, a forceful and dominant personality, and someone who can cultivate relationships with a broad number of people. These are all hallmarks of the	25	CO2

	<p>extroverted personality type, so it's often been the case that extroverts rise to leadership positions more readily than introverts.</p> <p>However, some question whether the social dominance and ability to command attention shown by extraverts might make them less effective leaders in certain ways. In particular, extroverts may be less likely to take advice from followers. One study investigated how quickly groups of college students could fold shirts in 10 minutes. Each group had a leader who was cued to be either extroverted or introverted. The introverted leaders took more advice from their proactive followers, and this led the groups with introverted leaders to be more effective. Thus, even though there are cases where introverts are less successful as leaders, in some conditions they are more effective. Others note that introverted leaders can be better than extroverts at one-on-one interactions, empathy, and deliberate decision making.</p> <p>Are there business executives who break the extroverted leader mold? One is Google co-founder Larry Page, well known for developing a small number of close relationships and being an excellent listener. Colgate-Palmolive chief Ian Cook might feel uncomfortable in front of large groups of people he doesn't know, but he has learned to partner with more extroverted colleagues for presentations to offset his natural shyness. Wal-Mart Stores CEO Mike Duke is famously low-key and reserved, but he has utilized his natural introvert skills of managing details and engineering solutions to maintain the retail giant's dominant market position. These examples show that although extroverts might get all the attention, introverts can still make effective leaders</p> <p>Questions</p> <p>Q1. What unique abilities of introverts could make them more effective in some situations? Q2. Under what conditions do you think extraverts make more effective leaders than introverts?</p>		
Q2	Take a few examples of groups you are familiar with and explain their positive /negative contribution in the achievement of group goals. Present any one theory of group formation and examine its relevance to the present day organizations	25	CO3