



LOYOLA COLLEGE (AUTONOMOUS) CHENNAI – 600 034

U.G. DEGREE EXAMINATION – **ALLIED**
THIRD SEMESTER – **NOVEMBER 2024**



UBU 3401 – ELEMENTS OF ORGANIZATIONAL BEHAVIOUR

Date: 15-11-2024

Dept. No.

Max. : 100 Marks

Time: 09:00 am-12:00 pm

SECTION A - K1 (CO1)

Answer ALL the Questions

(10 x 1 = 10)

1. Fill in the blanks

- a) Organizational Behavior aims to improve _____ effectiveness and efficiency.
- b) Attitudes can be _____ or explicit, meaning they may be conscious or unconscious.
- c) Extrinsic motivation comes from _____ factors, such as money or recognition.
- d) Groups can be classified into two types: _____ groups and formal groups.
- e) The process of influencing others to achieve a common goal is called _____.

2. True or False

- a) The increasing importance of emotional intelligence in the workplace presents opportunities for OB to develop more effective emotional intelligence training programs.
- b) The feeling of contentment and fulfilment that an individual derives from their job is called Job satisfaction.
- c) Intrinsic motivation comes from personal satisfaction and interest in the task itself.
- d) Effective teams always consist of members with similar personalities and backgrounds.
- e) Stress is always a negative experience.

SECTION A - K2 (CO1)

Answer ALL the Questions

(10 x 1 = 10)

3. MCQ

- a) Which of the following is a key aspect of the scope of Organizational Behavior?
A) Understanding organizational culture
B) Analyzing organizational structure
C) Studying individual motivation and job satisfaction
D) All of the above
- b) Which of the following is a characteristic of a positive attitude?
A) Focusing on problems rather than solutions
B) Being critical and judgmental
C) Being optimistic and resilient
D) Being pessimistic and hopeless
- c) How can organizational politics be managed?
A) By ignoring it and focusing on tasks
B) By setting clear rules and procedures
C) By building trust and transparency
D) By using power and influence to control others
- d) Which of the following is a characteristic of a group?
A) Shared goals and interests

	B) Formal structure and hierarchy C) Informal communication and socialization D) All of the above
e)	Which of the following is a characteristic of an effective mentor? A) Authoritarian and controlling B) Supportive and empowering C) Distant and uninvolved D) Critical and judgmental
4.	Answer the following
a)	Infer the term Autocratic in context to Organization.
b)	Outline any two importance of developing positive attitude.
c)	Explain types of perception.
d)	Compare Groups and Individuals.
e)	Interpret the term Negotiation.
SECTION B - K3 (CO2)	
Answer any TWO of the following in 100 words each. (2 x 10 = 20)	
5.	Discuss the scope of organization behavior.
6.	Identify the influential factors shaping attitude.
7.	Apply suitable rewards to motivate employees in an organization
8.	Explain the factors that contribute to developing effective teams in an organization.
SECTION C – K4 (CO3)	
Answer any TWO of the following in 100 words each (2 x 10 = 20)	
9.	Analyze the benefits of understanding conflict management in diverse and global workplaces.
10.	Explain the challenges and opportunities for organization behavior.
11.	Classify the causes of job satisfaction and job dissatisfaction in an organization.
12.	Explain the importance of rewarding employees in an organizational setting.
SECTION D – K5 (CO4)	
Answer any ONE of the following in 250 words (1 x 20 = 20)	
13.	Appraise the importance of group decision making in an organization. How does it impact the overall performance and success of the organization?
14.	Discuss the negotiation process, highlighting its limitations, potential biases, and areas for improvement.
SECTION E – K6 (CO5)	
Answer any ONE of the following in 250 words (1 x 20 = 20)	
15.	Discuss the key benefits of having a clear set of organizational values and how can they be cultivated?
16.	Analyze the consequences of stress on employee's personal and professional development.

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