

**GUJARAT TECHNOLOGICAL UNIVERSITY**

**MBA - SEMESTER-I • EXAMINATION – WINTER 2013**

**Subject Code: 810005**

**Date: 01-01-2014**

**Subject Name: Organizational Behavior**

**Time: 10:30am – 1:30pm**

**Total Marks: 70**

**Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1** (a) Define following terms: **07**
- |                         |                             |
|-------------------------|-----------------------------|
| 1. Halo effect          | 4. Self-fulfilling prophecy |
| 2. Values               | 5. Conflict                 |
| 3. Cognitive dissonance | 6. Locus of control         |
|                         | 7. Power                    |
- (b) From which of the behavioral sciences has OB drawn its subject matter? **07**
- Q.2** (a) What are the “Big five” personality traits? Which one seems to have the biggest impact on performance? **07**
- (b) What types of barriers prevent people from changing their attitude? How can attitude be changed? **07**
- OR**
- (b) Describe a cross functional team and a virtual team why are these types of teams growing in popularity? **07**
- Q.3** (a) From the various conflict handling styles, which of the styles is strongest? How can you improve your ability to handle conflict? **07**
- (b) Do you consider yourself a Type A or Type B person? Why? **07**
- OR**
- Q.3** (a) Describe how organizations are symbols and stories to communicate values and beliefs. Give some examples of how symbols and stories have been used in organization with which you are familiar. **07**
- (b) What are some of the major symptoms of group think? Can you give an example from your own experience where groupthink may have occurred? **07**
- Q.4** (a) List out various basis of power. If you could be strong in one if the power base, which type would it be? **07**
- (b) Why is it useful for a manager to understand group behavior? Why is it useful for an employee? **07**
- OR**
- Q.4** (a) Job stress can have physiological, psychological and behavioral affects. Give examples of each showing relationship between job stress and these outcomes. **07**
- (b) Name the two people today whom you consider to be the most charismatic? However do they, might they function as a leader? **07**
- Q.5** (a) Do you think Vroom’s expectancy theory is too complex for direct use in organizational setting? Why or why not? **07**
- (b) How could a manager use equity and goal setting theory to motivate their employees? **07**
- OR**
- Q.5** (a) Compare & contrast Maslow’s need hierarchy, two-factor theory of motivation. **07**
- (b) Explain various factors that influence political behavior. **07**

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