

GUJARAT TECHNOLOGICAL UNIVERSITY**SEMESTER– 1 EXAMINATION – WINTER 2012****Subject code: 2810004****Date: 09/01/2013****Subject Name: Organizational Behavior****Time: 14:30 – 17:30****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) Briefly explain the following terms/ concepts **07**

1. Core self-Evaluation
2. Locus of control
3. Escalation of commitment
4. Telecommuting
5. Cognitive dissonance
6. Sensitivity training
7. Referent power

(b) Write short notes on **07**

1. Socialization process
2. Employee responses to job dis-satisfaction.

Q.2 (a) In today's dynamically changing work environment, understanding human behavior has become very important. What are the challenges and opportunities that managers have in applying OB concepts? **07**

(b) What is attitude and its components? Briefly explain the important job attitudes. **07**

OR

(b) Emotions govern the way we react to things that happen to us in our personal lives. Do emotions impact job performance and job satisfaction? **07**

Q.3 (a) What is Personality? Briefly describe any five important personality traits and explain how do they affect behavior and work performance. **07**

(b) Life Positions "I am OK – You are not OK" is really very good for success. Offer two Points each in support and criticism of this statement **07**

OR

Q.3 (a) Compare and contrast the Charismatic and Transformational Leadership theories. **07**

(b) People in organization always judge each other, for which they usually use a lot of shortcuts. Explain these in detail. **07**

Q.4 (a) Write short notes on: **07**

1. Victor Vroom's Expectancy theory
2. McClelland's need classification

(b) Describe in detail the different stages of group development. Do all groups follow the same model? Explain. **07**

OR

- Q.4 (a)** What individual and organizational factors impact political behavior? **07**
Briefly explain their outcomes.
- (b)** Describe job characteristic model and evaluate the way in which it **07**
motivates employees at workplace.
- Q.5 (a)** What are the different levels and types of conflict that impact **07**
organizational performance? Suggest some measures that managers
must adopt to solve different types of conflicts.
- (b)** Using Lewin's and Kotter's framework, explain what is organizational **07**
change?

OR

- Q.5 (a)** How does organizational culture have an impact on the employee **07**
performance and satisfaction?
- (b)** What is work stress? What measures do individuals and organizations **07**
adopt to deal with work stress?
