

Branch – **DIPLOMA IN HUMAN RESOURCE MANAGEMENT**

ORGANIZATIONAL BEHAVIOUR AND ORGANIZATIONAL DEVELOPMENT

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	The study of behaviour in organizational setting is (i) Organizational Structure (ii) Organizational Development (iii) Organizational Behaviour (iv) Organizational Psychology	K1	CO1
	2	The main goal of organizational behaviour is (i) To increase profit of the company (ii) To understand, predict and control behaviour (iii) To decrease employee turnover (iv) To maintain human relationships	K2	CO1
2	3	Personality refers to (i) Emotional State (ii) Patterns of behaviour and thinking (iii) Intelligence (iv) Physical appearance	K1	CO2
	4	Ivan Pavlov is associated with (i) Operant Conditioning (ii) Classical Conditioning (iii) Social Learning (iv) Insight Learning	K1	CO2
3	5	A group is defined as (i) Individuals working independently (ii) Two or more people interacting to achieve goals (iii) Employees in different departments (iv) Random collection of people	K2	CO3
	6	Brainstorming technique is used to (i) Criticize ideas (ii) Finalize decisions (iii) Generate ideas (iv) Avoid discussion	K2	CO3
4	7	Laissez-faire leadership is characterized by (i) Strict supervision (ii) No freedom (iii) High control (iv) Minimal interference	K1	CO4
	8	Trait theory focuses on (i) Situations (ii) Leadership (iii) Employee behaviour (iv) Organizational structure	K2	CO4
5	9	Positive organizational climate leads to (i) Increased absenteeism (ii) Low morale (iii) High employee motivation (iv) High turnover	K1	CO5
	10	Team building in organizational development helps to (i) Increase individual competition (ii) Improve group cohesion (iii) Reduce communication (iv) Eliminate leadership	K2	CO5

Cont...

SECTION - B (35 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Define Organizational Behaviour and bring out its objectives and needs.	K2	CO1
		(OR)		
	11.b.	Discuss the challenges in Organizational Behaviour.		
2	12.a.	Elucidate the types of learners with examples.	K3	CO2
		(OR)		
	12.b.	Outline the components of Attitude.		
3	13.a.	Highlight the group dynamics in an organization.	K3	CO3
		(OR)		
	13.b.	Analyze the emergence of informal leaders and working norms.		
4	14.a.	Illustrate the leadership styles.	K4	CO4
		(OR)		
	14.b.	Explain (i) power centers (ii) power and politics.		
5	15.a.	Describe the factors affecting organizational climate.	K3	CO5
		(OR)		
	15.b.	Explain proactive vs reactive change.		

SECTION - C (30 Marks)

Answer ANY THREE questions

ALL questions carry EQUAL Marks

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Examine the foundations of Organizational Behaviour.	K4	CO1
2	17	“Motivation is a tool to improve employee behaviour” – Justify.	K5	CO2
3	18	Enumerate the organization structure in detail.	K4	CO3
4	19	Comment on the leadership styles in Indian Epics.	K5	CO4
5	20	Distinguish between organizational climate, organizational change and organizational development.	K4	CO5

Z-Z-Z

END