

Electrical and Electronics Engineering Department
Organizational Behavior and Industrial Psychology
Semester IV

1. What is the meaning of Organizational behaviour?
2. Explain the contributions made by various behavioural science discipline to OB.
3. Describe the fundamental concepts connected with Organizational behaviour.
4. What are the four basic approaches of Organizational behaviour?
5. Describe the framework of the study of Organizational behaviour with reference to the basic OB model.
6. Describe the goals of organizational behaviour.
7. Justify with examples the importance of the knowledge of Organizational behaviour for the managers.
8. Discuss the similarities and differences among five models of organizational behavior.
9. What is organizational effectiveness? Critically evaluate the goal approach and systems theory approach of defining effectiveness.
10. Explain the Trait theory and self-theory of personality.
11. Write down the nature and determinants of personality.
12. Discuss the criteria of effectiveness with reference to the time dimension of effectiveness.
13. Describe with examples the limitations of Organizational Behaviour. What are the key forces affecting Organizational Behaviour?
14. What are the components of perception? Describe factors influencing the perception process.
15. What are the continuing challenges of Organizational Behaviour?
16. Describe how the seven competencies help in facing these challenges.
17. Define organizational culture. Critically evaluate the different typologies of organizational culture.
18. Differentiate between the Values and Attitude.
19. Define social system. How the psychological contract affects the social system of organization?
20. What do you understand by Personality? What are the various theories of personality development? Discuss the Freudian psycho-analytic theory of personality development.
21. What is Cultural diversity? Explain with suitable examples the relationship between cultural identity diversity and work group functioning.
22. What is Role and Role perception?
23. Describe a systematic framework for organizational role highlighting the effect of role conflict and role ambiguity on organizational performance.
24. What are status symbols? What is the significance of status for OB?
25. What is Organizational socialization? State the different perspectives on organizational socialization with special reference to a multilevel process model of organizational socialization.
26. What is the role of learning in organizational socialization-explain with examples and a suitable model? Critically evaluate the role of individual in the organizational socialization process.
27. State with reasons if it is possible to change culture? If yes, how
28. Define personality? What are the major forces influencing personality? Discuss the relationship between personality types and career choices.
29. What is Emotional Intelligence? What is the relevance of Emotional Intelligence in OB?
30. What is attitude?

31. How it related to cognition, affect and behavior?
32. What are the major job attitudes? Discuss with example how attitude is related to job satisfaction.
33. What are personal values and Organizational Values? Discuss with example the importance of values in the workplace.
34. What is Perception?
35. Describe in details with examples from daily life the Perceptual process. What are Perceptual selectivity and Perceptual organization?
36. What are the Perceptual errors and distortions connected with these two processes? State ways of reducing perceptual errors
37. What is Social perception? Explain the relevance of Attribution theory for understanding social perception.
38. Why is it important for a manager to consider the various components of motivation when diagnosing motivation problems? Explain.
39. Which of the content approach or the process approach best explains motivation?
40. How important a role does perception play in determining whether an employee is receiving equitable treatment? What kinds of things might a manager do to influence those perceptions?
41. Describe Evaluation of Performance. Explain with suitable examples the methods of Performance Evaluation. Also describe Performance Evaluation feedback.
42. Define Stress. Describe an Organizational Stress model with special emphasis on Organizational Role Stress.
43. What are the Stress outcomes? Describe the moderators of Stress.
44. Explain with examples Stress prevention and management techniques.
45. What is Employee counselling? What are the types of counselling?
46. What are the do's and don'ts of counselling.
47. What is the nature of groups? Discuss about the different types of groups with suitable examples
48. State the various reasons of group formation. Discuss about the stages of Group Development.
49. What are the characteristics of groups? Discuss the effect of group size, group norm and cohesiveness on individual/group performance.
50. Critically evaluate the different Group decision making Techniques. In this connection discuss group think and group shift.
51. What is the end result of group formation? Discuss the criteria of effectiveness of Group
52. Define teams. State the difference of workgroup and team.
53. What are the reasons of popularity of Teams. Discuss with examples different types of teams
54. What is team building? What are the steps of team building? How do you build high performance teams?
55. Discuss in details the steps of creating Effective teams. Which of the above steps do you think is most important and why?
56. What is Teamwork? Discuss Team work in the light of model of Team effectiveness. Justify the relationship between team working and innovation in organization.
57. Explain Conflict in Organizations. Discuss a contemporary perspective on intergroup conflict
58. What causes intergroup conflict? What are the causes of dysfunctional intergroup conflict?

59. What are the ways of managing intergroup conflict through Resolution and Stimulating Constructive intergroup conflict-Discuss with suitable examples? Which conflict management technique is best and why?
60. What is Negotiation? What are the negotiation tactics followed in organizations?
61. What are the issues related to negotiation? Discuss with examples ways of increasing negotiation effectiveness.
62. What is the Importance of Communication in organization? Justify with examples
63. What are the elements of communication? Discuss the Communication Process Model.
64. What are the Barriers to Effective Communication? Discuss the ways of Improving Communication in Organizations. How can the organization promote ethical communication?
65. What is Leadership? Compare Leadership vs management.
66. Discuss the different functions of Leadership.
67. What are the different approaches to the study of Leadership? Discuss the different leadership styles under behavioural approach.
68. Discuss the different leadership styles under situational approach. Which style according to you is most effective and why?
69. What are the Contemporary Leadership Roles? Discuss the significant aspects of Online Leadership
70. What is Multicultural Leadership and why knowledge of it is important for managers?- Justify with suitable examples
71. Discuss with suitable examples the significant aspects of Leadership approaches in Developing Countries.
72. Work attitudes can be reflected in an organization through
 - (A) Job satisfaction
 - (B) Organizational commitment
 - (C) Both 'A' and 'B'
 - (D) None of the above
73. The model(s) of Organizational Behaviour is (are):
 - (A) Autocratic (B) Custodial (C) Supportive (D) All of the above
74. Identify the steps involved in achieving improvement in communication within the organization.
 - (A) Sending messages, Use of multiple channels, Promoting inter-group communication
 - (B) Simple messages, Use of multiple channels, promoting inter-group interaction
 - (C) Simple messages, Use of multiple channels, promoting inter-group communication
 - (D) Simple messages, Use of multiple methods, promoting inter-group communication
75. The philosophy that guides an organization's policies towards its employees and customers is an important part of
 - (A) Management strategy (B) Organization behavior
 - (C) Organizational culture (D) Organization development
76. Feature(s) of Maslow's need hierarchy theory is (are):
 - (A) Theory of human motives
 - (B) Classifies basic human needs in a hierarchy
 - (C) Theory of human motivation
 - (D) All of the above
77. All the unique traits and patterns of adjustment of the individual is known as
 - (A) Personality (B) Responsibility (C) Creativity (D) Authority

78. Fundamental concepts of Organizational Behaviour revolve around:
- (A) The nature of human beings
 - (B) The working of human beings
 - (C) Both 'A' and 'B'
 - (D) None of the above
79. Attitude is
- (A) Tendency to react positively
 - (B) Tendency to react negatively
 - (C) Tendency to react in a certain way
 - (D) All of the above
80. So as to cope with stress effectively, it is necessary to have a healthy
- (A) Environment (B) Body (C) Relations (D) All of the above
81. Organizational culture includes:
- (A) Organizational rituals and ceremonies
 - (B) Norms shared by the teams
 - (C) Commonly used language
 - (D) All of the above
82. Mismatch between personality and organization may lead to
- (A) Confusion and chaos
 - (B) Loss of interest by members in organization
 - (C) Low morale and job satisfaction
 - (D) All of the above
83. Organizational objectives can be achieved by
- (A) Group work
 - (B) Division of labour
 - (C) Hierarchy of authority
 - (D) All of the above
84. Which of the following is/are not job related source of stress
- a).Role ambiguity b) Role overload c)Ethical dilemmas d).Career concerns
85. Which of the following is/are not organizational factors causing stress
- a).Task demand b).Role demand c).Role conflict d).Satisfaction
86. Which of the following is / are method of managing stress
- a) Job relocation b) Career counselling c) Recreational facility d) All the above
87. Which of the following methods is/are used to solve intergroup conflicts indirectly
- a. Avoidance b. Encouragement c. Bargaining d. All of these
88. Which of the following is / are not direct method to solve intergroup conflicts
- a. Problem solving b. Domination by the management
 - c. Removing key figures in conflict d. Persuasion
89. A technique to bring changes in the entire organization, rather than focusing attention on individuals to bring changes easily.
- a. Organizational development b. Organizational change
 - c. Organizational culture d. Organizational conflicts
90. What is the most relevant application of perception concepts to OB?
- a. the perceptions people form about each other
 - b. the perceptions people form about their employer
 - c. the perceptions people form about their culture
 - d. the perceptions people form about society
91. Organization structure primarily refers to
- a. how activities are coordinated & controlled

- b. how resources are allocated
 - c. the location of departments and office space
 - d. the policy statements developed by the firm
92. Communication begins with
- a. encoding b. idea origination c. decoding d. channel selection
93. A study of the culture and practises in different societies is called
- a) Personality b) Anthropology c) Perception d) Attitudes
94. The field of organisational behaviour is primarily concerned with
- a) The behaviour of individual and groups.
 - b) How resources are effectively managed.
 - c) Control processes and interactions between organisations, external context.
 - d) Both a and c.
95. The study of organisation behaviour has certain basic assumptions. They are
- a) An industrial enterprise is an organisation of people.
 - b) These people must be motivated to work effectively.
 - c) The goals of the employee and the employer may not necessarily coincide.
 - d) All of the above.
96. Which of the following is not correct for the organisational behaviour?
- a) Organisational behaviour is an integral part of management
 - b) Organisational behaviour is a disciplinary approach
 - c) Organisational behaviour helps in analysis of behaviour
 - d) "Organisational behaviour is goal-oriented
97. Which of the following is most likely to be a belief held by a successful manager?
- a. Technical knowledge is all that is needed for success.
 - b. It is not essential to have sound interpersonal skills.
 - c. Technical skills are necessary, but insufficient alone for success.
 - d. Effectiveness is not impacted by human behavior
98. Which behavioural science discipline is most focused on understanding individual behaviour?
- a. Sociology b. social psychology c. Psychology d. anthropology
99. The subject of organizational culture has been most influenced by which behavioural science discipline?
- a. Anthropology b. Psychology c. social psychology d. political science
100. Most valuable asset in an organization is
- a. Land and building
 - b. Cash and bank balances
 - c. Human being
 - d. technology