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P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belagavi)

Eighth Semester, B.E. - Mechanical Engineering

Semester End Examination; May / June - 2018

Organizational Behaviour

Time: 3 hrs

Max. Marks: 100

Note: Answer FIVE full questions, selecting ONE full question from each unit.

UNIT - I

- 1 a. Define organizational behaviour. Explain historical development of organizational behaviour. 10
- b. Explain the challenges and opportunities for organizational behaviour. 10
- 2 a. Define learning. Explain how learning helps managers to change human behavior in different organizational situations? 8
- b. Explain operant conditioning and social learning theory. 12

UNIT - II

- 3 a. Explain types and importance of values. 10
- b. Explain job satisfaction and different methods to measure job satisfaction. 10
- 4 a. Explain cognitive dissonance theory. 10
- b. How employees can express dissatisfaction? Explain with neat sketch. 10

UNIT - III

5. Explain the following Motivation theories :
 - a) Maslow's hierarchy of needs 8
 - b) Vroom's expectancy theory of motivation 6
 - c) David McClelland theory of needs. 6
- 6 a. What is motivation? Explain theory X and theory Y. 10
- b. Explain Herzberg's motivation Hygiene theory. 10

UNIT - IV

- 7 a. Why people join in group? Explain factors affecting group formation. 8
- b. With a neat sketch, explain stages of group development of Tuckman. 12
- 8 a. Explain Hawthorne studies on examining the relationship between the physical environment and productivity. 12
- b. Explain stages of group development. 8

UNIT - V

- 9 a. Define perception. Explain factors influencing perception. Why perception is important? 12
- b. How are our perceptions of our actions different from our perceptions of the actions of others? 8
- 10 a. What is leadership? Explain Hersey Blanchard's situational theory. 10
- b. Explain different styles of leadership. 10