

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA-SEMESTER-I-EXAMINATION-WINTER-2025

Subject Code: 4519204

Date: 21/01/2026

Subject Name: Organizational Behaviour

Time: 10:30 AM TO 01:30 PM

Total Marks: 70

Instructions:

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

- Q.1 Explain the terms given below. 14**
- a) Diversity
 - b) Politics
 - c) Administration
 - d) Parent Ego
 - e) Glass Ceiling
 - f) OCB
 - g) Job Satisfaction
- Q.2 (a) Analyze the key challenges managers in MNCs face today and their impact on organizational performance. 07**
- (b) Evaluate the functions, roles, and skills of managers, and assess how each contributes to effective management in an organization. 07**
- OR**
- (b) Analyze the different types of business organizations, providing relevant examples to highlight the key differences between each type. 07**
- Q.3 (a) Evaluate the concept of attitude, and its significance for organizations, and assess the main components that form an attitude. 07**
- (b) Evaluate the Big Five Personality Traits and explain how understanding these traits can assist managers in the effective placement of an employee in different roles within an organization. 07**
- OR**
- Q.3 (a) Analyze the Goal Setting Theory of Motivation and compare it with the concept of Management by Objectives (MBO), highlighting key similarities and differences. 07**
- (b) Create a detailed explanation of the Job Characteristics Model of Motivation, and design various strategies for job redesign based on its principles. 07**
- Q.4 (a) Analyze the concept of perception and examine the various factors that influence an individual's perception. 07**
- (b) Evaluate the reasons why individuals join groups and explain the group development model, detailing each stage of development. 07**

OR

- (b) Evaluate whether Woodside is more people-oriented or task-oriented as a leader. Which leadership style do you believe would be most effective for the new research director at Sunshine? **07**

OR

- Q.5** (a) Discuss how understanding individualized leadership theory could benefit Woodside in this situation. **07**
- (b) Create a strategy for Woodside to build relationships with his new team, considering the existing dynamics and potential resistance he may face. **07**
