

AFFILIATED WITH TRIBHUVAN UNIVERSITY

N.R. COLLEGE

Faculty of Management

Pre Board Examination, 2023

Program: Master of Business Studies/I semester

Full Marks: 100

Course: MGT. 515 Organizational Behavior

Time: 3 Hours

Pass Marks: 35

Candidates are required to answer the questions in their own words as far as practicable. The figures in brackets indicate full marks.

GROUP A

Case/ Situational Analysis Questions

- 1. Read the following situation prudently and answer the questions that follows: [3*10=30]**

Mr. Alok Bajracharya is the chief executive of a electronic company in Balaju. He holds a business degree in Electronic Engineering. However, has not been involved in research and development of new products. Sales Turnover is not a problem for the company. Mr. Bajracharya and his Colleagues noticed that the workers on hourly bases are not working up to their full potential. It is well known fact that they used their days with unnecessary and unproductive activities. The situation demanded immediate managerial attention and promote remedial measures. He knew very well that the only way to progress and improve is to motivate his workers to top performance through various incentive plans.

Mr. Bajracharya contacted the HR manager and inquired ‘*What is the problem with the workers on hourly basis? Our working conditions are fine. Our benefits are excellent; still these workers are not motivated. What do they require really?*’

HR Manager gave the following reply “*Working Conditions and benefits are not enough to motivate them. Other things are equally important. Hard Work and efficiency go unnoticed and unrewarded in our organization. Even the lazy workers, accordingly, enjoy all the benefits in the organization. Worker’s Promotion should go only to those who work hard.*”

Questions

- i. Explain the motivational problem in this case by relating to Herbergs Theory.
- ii. What would be your response to Bajracharya's statement if you were the HR Manager of the company?
- iii. Who should be responsible to settle the above situation?

GROUP B

Problem Solving/ Critical Analysis Oriented Questions

2. Attempt any three questions: **[3*15=45]**

- a. What is personality? Write the '**Big five**' personality traits.
- b. What is social perception? Discuss the stereotyping and halo effect in attribution theory.
- c. Define group and give the reasons for joining group.
- d. What is positive psychology? How does positive psychology differ from regular psychology? Examine critically

GROUP C

Concept Based Short Answer Questions

3. Attempt any five questions: **[5*5=25]**

- a. Define Organizational Behaviour. Discuss the level of Analysis in OB.
- b. What is attribution theory? Explain attribution errors with examples.
- c. What do you mean by trait theories of leadership?
- d. What do you mean by communication? Write the current issues in communication.
- e. What do you mean by cognitive process? Describe with example.
- f. What is stress? Explain the organizational stress management strategies.