

KARACHI UNIVERSITY BUSINESS SCHOOL
University of Karachi
FINAL EXAMINATION DECEMBER 2010: AFFILIATED COLLEGES
ORGANIZATIONAL BEHAVIOR BA (H) – 442
BS – IV

Date: December 30, 2010

Max Time: 150 minutes

Max Marks: 40

Answer the Following Questions

- 1 (a) Are stereotypes ever functional for the perceiver? Why or why not?
(b) How can managers avoid making the fundamental attribution error?

- 2 (a) Why might a person with a very high level of motivation perform poorly while a person with a very low level of motivation be a top performer?
(b) How can hygiene factors and motivators influence job satisfaction and performance?

- 3 (a) How could a professor use equity, and goal-setting theories to motivate students?
(b) What are the four major dimensions of the Myers-Briggs Type Indicator (MBTI) that yield the 16 types? How can the MBTI be used effectively?

- 4 (a) What is your personal experience with high and low self-esteem people?
(b) How is someone you know with low self-efficacy, relative to a specified task. "programming themselves for failure?" What could be done to help that individual develop high self-efficacy?

FINAL EXAMINATION JUNE 2010; AFFILIATED COLLEGES

ORGANIZATIONAL BEHAVIOR BA (II) – 442

BS – IV

Date: June 23, 2010

Instructions: Attempt ALL Questions

Max Time: 2.5 Hrs

Max Marks: 60

PART 2 (DESCRIPTIVE)

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| Q-3 | Discuss the importance of the course organizational Behavior from a manager's point of view | 0 |
| (a) | Describe the different stages of group development | 5 |
| | | 0 |
| | | 5 |
| Q-4 | In your own words briefly explain the Maslow's theory of motivation. Relate it to Alderfer's ERG model | |
| Q-5 | Identify and explain the various approaches which can be used to design jobs | 0 |
| (a) | Briefly describe the following : | 5 |
| (b) | <ul style="list-style-type: none"> • Quality of work life • High performance work practices | 0 |
| | | 5 |
| Q-6 | Write short notes on the following: (any five) | 1 |
| | | 0 |
| | <ol style="list-style-type: none"> 1. Equity theory 2. Organizational Behavior Modification 3. Emotional Intelligence 4. Heredity 5. Formal and Informal Groups 6. Socialization process | |

GOOD LUCK

KARACHI UNIVERSITY BUSINESS SCHOOL
UNIVERSITY OF KARACHI
FINAL EXAMINATION; JUNE 2009 AFFILIATED COLLEGES
ORGANIZATIONAL BEHAVIOR BA (H) – 442
BS – IV

Date: June 17, 2009

Max Time: 3 hrs
Max Marks: 60

Attempt five questions in all, where Q-1 is compulsory

- Q-1 (a) Define Organizational Behavior. How can a course on Organizational Behavior be important for a modern manager? 06
- (b) Effective management of today's and tomorrow's organization is facing enormous challenges. Discuss the major environmental challenges. 06
- Q-2 (a) Conflict in organizations is unavoidable. Explain the four major types of strategies which can be used by managers to reduce the conflict. 06
- (b) Briefly describe the five stages of group formation process. 06
- Q-3 (a) Define motivation and attitude, and briefly explain the components of attitude. 06
- (b) What is meant by the term "Job Satisfaction"? What are the different factors that influence job satisfaction? Identify and briefly explain. 06
- Q-4 (a) Describe the basic motivation process. 06
- (b) Discuss a few monetary and non-financial rewards which can be used by modern managers to manage employee behavior for performance and improvement. 06
- Q-5 (a) Job design has emerged as an important application area for work motivation and study of organizational behavior. Identify and briefly explain various approaches which can be used to design jobs. 12
- Q-6 Write short notes on the following (any four) 12
1. Social perception
 2. Maslow's Hierarchy of needs
 3. Formal and informal groups
 4. Quality of worklife
 5. Emotional Intelligence
 6. Big five personality traits.

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KARACHI UNIVERSITY BUSINESS SCHOOL
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FINAL EXAMINATION, 2008 : AFFILIATED COLLEGES

ORGANIZATIONAL BEHAVIOR : BA (H) - 442

BS - IV

Date : January 3, 2009
Max. Marks : 60

Time : 3 Hours

Instructions: Attempt any five questions. Each question carry equal marks.

~~Q.No.1(a)~~ Why do you feel the Hawthorne studies made such an important historical contribution to the study of organizational behavior?

(6 marks)

~~(b)~~ Define culture, its characteristics and significance in organizational behavior.

(6 marks)

→ ~~Q.No.2(a)~~ Define and discuss the nature and importance of "Perception", How does sensation differ from "perception"?

(4 marks)

~~(b)~~ Various external and internal attention factors affect perceptual selectivity. Please explain, with examples, at least four external factors influencing perceptual selectivity.

(8 marks)

~~Q.No.3(a)~~ Give a complete meaning of "personality" and its role in organizational behavior.

(5 marks)

~~(b)~~ There are a number of factors influencing personality of an individual in an organization. Explain "socialization process" influencing individual's personality in an organization.

(7 marks)

→ ~~Q.No.4~~ Briefly explain in your own words Maslow's theory of motivation. Relate it to work motivation and Alderfer's ERG model.

(12 marks)

OR

What is the major criticism of Herzberg's two-factor theory of motivation? Do you think it has made a contribution to the better understanding of motivation in the workplace? Defend your answer.

~~Q.No.5(a)~~ Describe the theory behind goal setting. What has the research generally found in testing this theory?

(7 marks)

~~(b)~~ What is the concept of MBO relating to performance.

(5 marks)

~~Q.No.6~~ Write short note on any four of the following:

(12 marks)

- (a) Job Design
- ~~(b)~~ Primary Motives
- ~~(c)~~ Secondary Motives
- ~~(d)~~ Social Learning
- ~~(e)~~ Organization Change

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**KARACHI UNIVERSITY BUSINESS SCHOOL
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FINAL EXAMINATION, JUNE-2007 : AFFILIATED COLLEGES

Organizational Behavior : BA (P) – 362

BBA – II

Date : June 16, 2007

Time : 3 Hours

Max. Marks : 60

Instructions : Attempt any FOUR questions.

- Q.No.1(a). How is organizational behavior addressed in management functions, roles, and skills? (08)
- (b). Identify and contrast the three general management roles? (07)
- Q.No.2(a). Which biographical characteristics best predict productivity? Absenteeism? Turnover? Satisfaction? (08)
- (b). Contrast classical conditioning, operant conditioning, and social learning. (07)
- Q.No.3(a). What is Self-Perception Theory? How does it increase our ability to predict behavior? (07)
- (b). Contrast exit, voice, loyalty, and neglect as employee responses to job dissatisfaction. (08)
- Q.No.4(a). Does motivation come from within a person or is it a result of the situation? Explain. (07)
- (b). What are the implications of Theories X and Y for motivation practices? (08)
- Q.No.5(a). Compare and contrast Maslow's Hierarchy of Needs Theory with (a) Alderfer's ERG Theory and (b) Herzberg's Two Factor Theory. (08)
- (b). Identify the variables in Expectancy Theory? (07)
- Q.No.6(a). Describe the strengths and weaknesses in the trait approach to leadership? (09)
- (b). What are the contingency variables in the Path-Goal Theory? (06)

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FINAL EXAMINATION : AFFILIATED COLLEGES

ORGANIZATIONAL BEHAVIOR : BA (P) – 362

BBA – II

**Time : 3 Hours
Max. Marks : 60**

Date : December 14, 2006

INSTRUCTIONS

1. Attempt any FIVE questions from the following.
 2. All questions carry equal marks.
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- Q.No.1. Describe the specific steps you would take to ensure that an individual has the appropriate ability to satisfactorily do a given job. (12 Marks)
- Q.No.2. What is the relationship between job satisfaction and absenteeism? Turnover? Which is the stronger relationship. (12 Marks)
- Q.No.3. What is "emotional Intelligence" and why is it important? (12 Marks)
- Q.No.4. What is attribution theory? What are its implications for explaining organizational behavior? (12 Marks)
- Q.No.5. (a) What motivates professional employees? (12 Marks)
(b) What motivates contingent employees?
- Q.No.6. How is team leadership different from one-to-one leadership? (12 Marks)

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