

**KARACHI UNIVERSITY BUSINESS SCHOOL**  
*University of Karachi*  
**FINAL EXAMINATION JUNE 2010; AFFILIATED COLLEGES**  
**ORGANIZATIONAL BEHAVIOR BA (M) – 561**  
**MBA – I**

**Date: June 28, 2010**

**Max Marks: 35**

**Max Time: 2.5 Hrs**

1. (a) **Pen down the major causes consequences of stress with example.**  
(b) **How does negative reinforcement differ from punishment?**
2. (a) **As per your understanding discuss the meaning of ‘perception’.**  
(b) **How does social perception impact the process of perception?**
3. (a) **Explain the process of motivation..**  
(b) **Given an analytical comparison between Maslow’s Hierarchy of Need Theory and Alderfer’s ERG model.**
4. (a) **Discuss the different components of Attitude.**  
(b) **Why would incompatibility between two or more attitudes or between behavior and attitudes results in cognitive dissonance?**
5. (a) **What is the function of a work group?**  
(b) **Explain interpersonal and interactive communication?**

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**ORGANIZATIONAL BEHAVIOR BA (M) – 561**  
**MBA – I**

**Date: June 28, 2010**

**Time Allowed: 3 hours**

**Max Marks: 60**

Instructions: Attempt any five questions from the following.

- Q.No.1 (a) What is meant by the term “organizational culture”? Define it and give some examples of its characteristics. (6 Marks)
- (b) How does a Dominant culture differ from a subculture? In Your answer be sure to define both terms. (6 Marks)
- Q.No.2. (a) explain the concept and meaning of ‘perception’ as applied in of organizational behavior. Give examples.
- (b) Discuss the following terms and give examples in each case. (8 Marks)
- Q.No.3 (a) How is stress is define? Is it always bad for the individual? Explain. (4 Marks)
- (b) Briefly explain the causes of stress. (8 Marks)
- Q.No.4 (a) Explain the meaning and basic process of “motivation”. Give examples. (4 Marks)
- (b) In your own words briefly explain Maslow’s theory of motivation. Relate it to work motivation and Alderfer’s ERG model. (8 Marks)
- Q.No.5 (a) What is meant by “intraindividual conflict”? Explain. (6 Marks)
- (b) A common source of conflict for an individual is “goal” which has both positive and negative future. Three separate types “goal” conflicts are generally identified. Explain all three with example.
- Q.No.6 (a) What are the different phases in the “decision making” process? (6 Marks)
- (b) “Decision rationality” is an important aspect of behavioral implication of decision making. Explain. (6 Marks)

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**FINAL EXAMINATION: AFFILIATED COLLEGES**  
**ORGANIZATIONAL BEHAVIOR BA (M) – 561**  
**MBA – I**

**Date: January 16, 2009**  
**Max Marks: 60\**

**Time Allowed: 3 hours**

**Instructions:** Attempt any five questions.

- Q.No.1(a) What is organizational behavior? Explain. (4 Marks)
- (b) What are the different approaches to organizational behavior? (8 Marks)
- Q.No.2(a) What is meant by social perception? (2 Marks)
- (b) Explain characteristics of perceiver and perceived an concept of attributor? (10 Marks)
- Q.No.3(a) Clearly explain the meaning of attitude. What are three characteristics? (5 Marks)
- (b) What are the components of attitudes and how attitude formation takes place? (7 Marks)
- Q.No.4(a) What do you understand by secondary motive? Explain. 4 Marks)
- (b) What implications does the security motive have for modern human resources management? (8 Marks)
- Q.No.5.(a) What is the different between classical and operant conditioning theories of learning? Explain. (6 Marks)
- (b) What is the definition of reinforcement? What is the meaning of positive and negative reinforce? (6 Marks)
- Q.No.6(a) Explain Fayol's "gangplank" concept in communication. What are the some advantages and disadvantages (8 Marks)
- (b) What are the purposes and methods of interactive communication? (4 Marks)

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UNIVERSITY OF KARACHI  
FINAL EXAMINATION JUNE-JULY 2008; AFFILIATED COLLEGES  
ORGANIZATIONAL BEHAVIOR BA (M) – 561  
MBA – I**

**Date: June 26, 2008**

**Max Marks: 60  
Max Time: 3 Hrs**

**Instructions: Attempt five questions.**

**Question#1 (a)**

What is meant by the term Organizational culture? Define it and give some examples of its characteristics? (8)

**Questions#1 (b)**

What role may financial performance play in a firm in culture? (4)

**Questions#2**

How does organizational behavior relate to, or differ from, organizational development? Organization theory? Human Resources Management? (12)

**Question#3**

What is meant by term “job satisfaction”? what are some of the major factors that influence job satisfaction? (12)

**Question#4 (a)**

Briefly define the three classifications of needs, or motives. What are some examples of each? (8)

**Questions#4 (b)**

What are the characteristics of high achievers? (4)

**Question#5**

How can multinational corporations sensitize their managers to the cultures of host countries before sending them on international assignments? (12)

**Question#6 (a)**

What are some of the dispositions that may influence an individual’s to stress? Give an example of each.. (8)

**Question#6 (b)**

What are the some major sources of interpersonal conflicts? (4)

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UNIVERSITY OF KARACHI  
FINAL EXAMINATION JANUARY 2008; AFFILIATED COLLEGES  
ORGANIZATIONAL BEHAVIOR BA (M) – 561  
MBA – I**

**Date: January 16, 2008**

**Max Marks: 60  
Max Time: 3 Hrs**

**Instructions: Attempt four questions.**

**Q # 1. (a) What is the different between positive and negative reinforcement? What is different between negative reinforcement and punishment?**

**Q # 1. (b) Explain how punishment should be administrated?**

**Q # 2. Briefly give an example of an inequity that a manager of a small business might experience? How would the manager strive to attain equity in the situation you describe?**

**Q # 3. Explain the causes and consequences of stress with examples.**

**Q # 4. (a) What type of business prevents people from changing attitude? How can attitude be changed?**

**Q # 4 (b) Explain the different ways by which an employee can express his dissatisfaction towards his job.**

**Q # 5 (a) What is the perception? Explain the different factors that influence perception.**

**Q # 5 (b) When satisfying a higher level need is frustrated, how would a person react according to Alderfer's ERG theory?**

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**ORGANIZATIONAL BEHAVIOR BA (M) – 561**  
MBA – I

**Date: June 26, 2008**

**Max Marks: 60**

**Max Time: 3 Hrs**

**INSTRUCTIONS:**

Attempt any four questions. All carry equal marks.

- Q.No.1. How does organizational behavior relate to, or differ from, organizational development? Organizational theory? Personal and human resources management? (15 Marks)
- Q.No.2(a) What is nature and importance of perception? (05 Marks)
- (b) How does perception differ from sensation. Discuss fully with examples. (10 Marks)
- Q.No.3 (a) Explain the meaning and process of motivation? (05 Marks)
- (b) What is basic different between primary and secondary motive? (05 Marks)
- (c) What are general motives? Explain. (05 Marks)
- Q.No.4 (a) Define term communication with reference to the managerial communication model (10 Marks)
- (b) What is Fayol's gangplank concept? (05 Marks)
- Q.No.5 Briefly discuss the causes of stress and its impact on organizational behavior. (15 Marks)
- Q.No.6 Briefly discuss the major theoretical explanations for group formation. Which explanation do you think is most relevant to the study of organizational behavior? (15 Marks)

**KARACHI UNIVERSITY BUSINESS SCHOOL  
UNIVERSITY OF KARACHI  
FINAL EXAMINATION, SPRING-2006: AFFILIATED COLLEGES  
ORGANIZATIONAL BEHAVIOR BA (M) – 551  
MBA – I**

**Date: June 28, 2006**

**Max Marks: 45**

**Max Time: 2.45 Hours**

**SECTION – B (SUBJECTIVE)**

**INSTRUCTIONS:**

Attempt any four questions. All questions carry equal marks.

- Q.No.2 (a) How are organizational behavior concepts addressed in management functions, roles and skills?  
(b) Behavior is generally predictable, so there is no need to formally study OB, why is that statement wrong?
- Q.No.3 (a) Does motivation come from within a person or is it a result of the situation? Explain  
(b) Compare and contrast Maslow's hierarchy of need theory with  
(i) Alderfer's ERG theory and (ii) Herzberg's two factor theory?
- Q.No.4 (a) Define the overall nature of perception, explain how it differs sensation?  
(b) Discuss perceptual selectivity and organization?
- Q.No.5 (a) Describe the strength and weakness in the trait approach to leadership.  
(b) What is power, how do you get it?  
(c) Which power basis lie with the individual? Which are derived from the organization?
- Q.No.6 (a) How might employees actually learn unethical behavior on their jobs?  
(b) Contrast Classical conditioning, Operant Conditioning and Social Learning?

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**FINAL EXAMINATION; AFFILIATED COLLEGES**  
**ORGANIZATIONAL BEHAVIOR BA (M) – 551**  
MBA – I

**Date: December 30, 2005**

**Max Marks: 60**

**Max Time: 3 Hours**

**INSTRUCTIONS:**

1. Attempt any five questions
  2. All questions carry equal marks.
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Q.1. “How is this stuff going to help me?”

Jameela Khan wants to be a manager. She enjoyed her accounting, finance, and marketing courses. Each of these provided her with some clear-cut answers. Now the professor in her organizational behavior course is telling her that there are really very few clear-cut answers when it comes to managing people. The professor had discussed some of the emerging environmental challenges and the historical background and ways that behavioral science concepts play a big role in the course. Jameela is very perplexed. She came to school to get answers on how to be an effective manager, but this course surely doesn't seem to be heading in that direction.

1. How would you relieve Jameela's anxiety? How is a course in organizational behavior going to make her a better manager?
2. Why did the professor start off with a brief overview of emerging environmental challenges?
3. How does a course in organizational behavior differ from course in field such as accounting, finance, or marketing?

Q.2. (a) How does sensation from perception?

(b) Give some examples of external factors that affect perceptual selectivity?

Q.3. What is meant by “Job Satisfaction”? Briefly discuss the factors that influence job satisfaction.

Q.4. What is main different between primary Motives and Secondary Motives? Explain some of the important secondary motives.

Q.5. Discuss clearly the “Behavioristic Theories of Learning”. What is the difference between classical and operant conditioning?

Q.6. Briefly describe the different between downward and upward communication. What are some techniques for improving upward communication?



