

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(END SEMESTER EXAMINATION)**

**CLASS: MBA/PRE-PHD
BRANCH: MANAGEMENT**

**SEMESTER : I
SESSION : MO/2025**

SUBJECT: MT403R1 ORGANIZATIONAL BEHAVIOUR

TIME: 3 Hours

FULL MARKS: 50

INSTRUCTIONS:

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
 2. Attempt all questions.
 3. The missing data, if any, may be assumed suitably.
 4. Before attempting the question paper, be sure that you have got the correct question paper.
 5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.
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Q.1	“Personality plays a pivotal role in shaping workplace behavior and performance.” Analyze the Big Five Personality Traits Model in the context of Organisational Behaviour, using relevant workplace examples to illustrate how each trait can influence an employee’s performance, leadership potential, and adaptability to change.	[10] 1	5
Q.2	“According to Victor Vroom’s Expectancy Theory, employees are motivated when they believe that effort will lead to performance, performance will lead to rewards, and rewards will fulfill their personal goals.” Examine the three key relationships in Expectancy Theory: the Effort-Performance Relationship, the Performance-Reward Relationship, and the Rewards-Personal Goals Relationship.	[10] 2	5
Q.3	Explain the Five-Stage Model of Group Development proposed by Tuckman. Briefly discuss what happens in each stage—forming, storming, norming, performing, and adjourning—with suitable examples from workplace or classroom groups.	[10] 3	4
Q.4	Introduce the concepts of Charismatic Leadership and Transformational Leadership. Compare the two approaches by highlighting their key characteristics, similarities, and differences, and analyze how each style can influence employee motivation and organizational change, using suitable examples.	[10] 4	5
Q.5	Explain the three major symptoms of work stress: physiological, psychological, and behavioral. Discuss how each type of symptom affects employees’ health, emotions, and job performance, using suitable workplace examples.	[10] 5	4

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