

Dr. Babasaheb Ambedkar Open University
Term End Examination February – 2026

Course	: BBAR/DBAR	Date	: 16-Feb-26
Subject Code	: BBAR/DBAR-204	Time	: 03:00pm to 05:15pm
Subject Name	: Individual and Organisational Behaviour	Duration	: 02.15 Hours
		Max. Marks	: 70

Section A

Answer the following (Attempt any three) (30)

1. Explain the Concept of Organizational Behaviour.
2. Explain the Contemporary Theories of Motivation.
3. Describe the Components of MARS Model.
4. Explain the Communication Process in detail.
5. Describe the Meaning and Characteristics of Organizational Culture.

Section B

Answer the following (Attempt any four) (20)

1. Describe the Management Skills.
2. Explain the Big Five Personality Model.
3. Explain the understanding OCB as an Outcome Variable.
4. Explain the Types of Teams.
5. Explain the Structural Models.
6. Describe the Kotter's Eight-Step Plan.

Section C

Part – A (Multiple Choice Questions) (10)

- 1 The science of human behavior and individual differences is
A Anthropology B Sociology
C Engineering D Psychology
- 2 When a manager states, "Mary is an outstanding employee because she has a high need for achievement," the manager is using which explanation for Mary's behavior?
A Internal B External
C Interactive D Cultural
- 3 Individuals possessing an internal locus of control
A display high anxiety B tend to be dissatisfied on the job
C prefer participative management D avoid greater responsibility styles
- 4 A pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences reflects.
A Job involvement B Job satisfaction
C Loyalty D Job morale

- 5 The unconscious preparation to fight or flee that a person experiences when faced with any demand is known as
 - A Avoidance
 - B Instinct
 - C Arousal
 - D Stress
- 6 Which of the following has not been shown to moderate the relationship Between goal difficulty and task performance?
 - A Goal commitment
 - B Effective performance feedback
 - C low self-monitor
 - D Required skills and abilities
- 7 If an organization wants to influence the performance of OCB, then they _____ are important.
 - A Reasons behind the behavior
 - B Performance
 - C Productive behavior
 - D Sportsmanship
- 8 _____ is bulk of effort allocated.
 - A Direction
 - B Intensity
 - C Persistence
 - D Ability
- 9 At a software company there is one person for databases, one for statistical packages, and another for expert systems. The structural cause for conflict between these individuals is
 - A sharing common resources
 - B status inconsistencies
 - C interdependence
 - D specialization
- 10 The strong culture perspective states that organizations with strong cultures
 - A are more adaptable
 - B have less turnover
 - C perform better than other organizations
 - D tend to less conflicted organizations

Part – B (Do as Directed)

(10)

- 1 What is Personality?
- 2 What is Values?
- 3 What is Motivation?
- 4 What is Attitude?
- 5 Full Form of (POS).
- 6 Full Form of (OCB).
- 7 Full Form of (MARS).
- 8 What is Filtering?
- 9 What Creates Dependence?
- 10 What is Survey Feedback?
