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Mid Term Examinations - October 2026

Date: 05/10/2026 **Time:** 11:45 AM - 01:15 PM

Course Code: CBS1041 **Course Name:** Organizational Behaviour

Semester: First Semester **Max. Marks:** 50 **Weightage:** 50%

CO - Levels	CO1	CO2
Marks	90	90

PART A: Answer Following Questions. 10 M

Q.N.	Questions	M	CO	BT
1	Define Organizational Behaviour.	2	CO1	BT1
2	What is meant by Organizational Context?	2	CO1	BT2
3	Explain the meaning of Social Perception.	2	CO1	BT2
4	What is the ABC Model of Attitude?	2	CO2	BT2
5	Define Self-Serving Bias.	2	CO2	BT1

PART B : Answer Any 1 Following Questions. 10 M

Q.N.	Questions	M	CO	BT
6	*A growing IT company has employees from different age groups, educational backgrounds and cultures. The company is also introducing hybrid work, digital technologies and flexible working arrangements. Managers are finding it difficult to maintain employee engagement and effective teamwork.* Based on the above organizational situation, explain the major opportunities for Organizational Behaviour in addressing challenges such as workforce diversity, employee engagement, technological changes, work-life balance and improving organizational effectiveness.	10	CO1	BT3
7	*A sales executive discovers that his manager is encouraging employees to provide misleading information to customers to achieve monthly sales targets. The employee is unsure whether to follow the manager's instructions or report the practice.* Using the above situation, explain the major ethical dilemmas faced by modern organizations and discuss how employees and managers can respond to such dilemmas.	10	CO1	BT3

PART C: Answer Any 1 Following Questions. 10 M

Q.N.	Questions	M	CO	BT
8	*At a retail organization, employees are under pressure to achieve sales targets. Some employees begin making exaggerated claims about products to customers, while others refuse to do so because they consider the practice unethical.* Using the above organizational situation, explain the role of Organizational Behaviour in promoting ethical behaviour. Discuss how attitudes, values, personality, leadership and organizational culture can influence ethical behaviour.	10	CO1	BT4

PTO (Please Turn Over)

9	*Two employees working in the same department have very different personalities. One employee is highly outgoing and comfortable interacting with customers, whereas the other prefers working independently and avoids frequent interaction.* Using the above situation, explain the major determinants of personality and discuss how heredity, environment and situational factors can influence employee behaviour in organizations.	10	CO1	BT4

PART D: Answer Any 1 Following Questions. 10 M				
Q.N.	**Questions**	**M**	**CO**	**BT**
10	*A company wants to improve employee performance. It introduces rewards for employees who achieve their targets, provides repeated training, and encourages employees to observe experienced employees before performing new tasks.* Using the above organizational situation, explain the major models of learning. Illustrate how each model can be applied in an organization.	10	CO2	BT3
11	*A manager observes that an employee is quiet during meetings and concludes that the employee is not interested in the job. However, the employee is actually knowledgeable but is hesitant to speak in large groups.* Using the above situation, explain the concept of perception and describe the process of perception. Discuss how perception can influence employee behaviour and managerial decisions.	10	CO2	BT3

PART E: Answer Any 1 Following Questions. 10 M				
Q.N.	**Questions**	**M**	**CO**	**BT**
12	*A manager values honesty and transparency, while another manager gives greater importance to achieving targets and maximizing profits. Their different priorities sometimes influence their decisions differently.* Using the above organizational situation, explain the nature of values and discuss the major types of values. Explain how values influence employee behaviour and decision-making in organizations.	10	CO2	BT4
13	*An employee discovers that an important customer has been given incorrect information by a colleague. The employee must decide whether to remain loyal to the colleague or report the issue because honesty and responsibility are important to them.* Using the above organizational situation, explain the concept of value conflict and discuss its major types. Explain how value conflicts can influence employee behaviour and decision-making in organizations.	10	CO2	BT4