

Mid-West University  
**Examinations Management Office**  
Birendranagar, Surkhet  
End Semester (Alternative/Physical) Examination-2078  
Master of Business Administration (MBA)  
Semester - III

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Subject: Organizational Behavior  
Full Marks: 50 Pass Marks: 25

Course Code: MGT 535.  
Time: 3:00 Hours

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*You are required to answer in your own words as far as applicable.*

**Attempt all of the following Questions:**

**5×10=50**

1. a. Identify the dependent and independent variables in Organizational Behavior.  
b. Briefly explain the Big Five Model of Personality.
2. There are several different coping mechanisms to help one deal with conflict. For the most favorable outcome, which conflict handling style is appropriate for the disagreement at hand? Explain the Thomas-Kilmann Conflict Mode Instrument to explain the various conflicts handling styles and for each conflict handling style, describe the situations where that style would be the most appropriate one.
3. Why is organizational change important? Why do people resist change? How can we overcome such resistance?

**OR**

How do needs affect motivation? Explain. Present an analytical critique of any one motivational theory that has the greatest practical application for you.

4. Not every team is a high-performing team. What separate a high-performing team from any other team are its specific characteristics. Explain the characteristics and attributes of High Performance teams. Explain the common threats to group effectiveness.
5. Many companies develop difficulties within their organization due to communication issues. The ability for a company to recognize the communication issues and come to a resolution can drastically improve working conditions, sales and organizational culture. "Ineffective communication is the fault of the sender." Do you agree or disagree to this statement? Support your position. Identify the key barriers to communication in the organizations. How can managers overcome communication barriers?

**OR**

Explain the Hofstede's Cultural Dimensions Theory as a framework used to understand the differences in culture across countries and to discern the ways that business is done across different cultures.

**The End**