

**International Islamic University Chittagong**  
**Department of Business Administration**  
**Mid Term Examination, Summer-2022**  
**Program: MBA, Course Code: MGT-5302**  
**Title: Organizational Behaviour and Human Resource Management**

**Time: 2 hours**

**Marks: 30**

---

[Answer any three of the following questions. All questions are of equal marks.  
All parts of the same question must be answered serially]

1. a. What is organisational behaviour? What are the major behavioural science disciplines that contribute to OB? Discuss their contributions. 03
- b. A recent survey revealed that 24 percent of managers said that they have fired someone for lying. Do you think that it is fair to fire an employee who lies, no matter what the nature of the lie? Explain. 02
- c. Employees are varied based on their values, attitudes, and biographical characteristics. How these variations may have an impact on the dependent variables of organizational behaviour? 05
  
2. a. Does behaviour always follow from attitudes? Why or why not? Discuss the factors that affect whether behaviour follows from attitudes. 04
- b. Discuss in brief the Big Five personality traits. How do the Big Five traits predict work behaviour? 04
- c. What causes job satisfaction? For most people, is pay or the work itself more important? 02
  
3. a. What is personality? How do the big five personality traits predict work behaviour? 03
- b. What is values, why are they important? Do values differ across generations and cultures? How so? 02
- c. Define 'power'? What are the bases of power? Which bases (formal or personal) of power are most effective? Why? Explain 02
- d. What is impression management and what are the techniques for managing impression? Discuss them with real world examples. 03
  
4. a. What forces act as sources of resistance to change? 02
- b. Is stress essential for productivity? Explain. Enumerate stress management techniques. 04
- c. Is conflict good or bad? - Explain. Illustrate conflict handling intentions with the help of a diagram. 04