

Roll. No.

Question Booklet Number

O.M.R. Serial No.

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B.Com. (Hons.) (SEM.-II) (NEP) EXAMINATION, 2025-26

(Back Paper)

COMMERCE

(Organizational Behaviour)

[CODE : BCH-203]

Paper Code

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Question Booklet
Series

B

Time : 1 : 30 Hours

Max. Marks : 75

Instructions to the Examinee :

1. Do not open the booklet unless you are asked to do so.
2. The booklet contains 100 questions. Examinee is required to answer 75 questions in the OMR Answer-Sheet provided and not in the question booklet. All questions carry equal marks.
3. Examine the Booklet and the OMR Answer-Sheet very carefully before you proceed. Faulty question booklet due to missing or duplicate pages/questions or having any other discrepancy should be got immediately replaced.
4. Four alternative answers are mentioned for each question as - A, B, C & D in the booklet. The candidate has to choose the correct / answer and mark the same in the OMR Answer-Sheet as per the direction :

(Remaining instructions on last page)

परीक्षार्थियों के लिए निर्देश :

1. प्रश्न-पुस्तिका को तब तक न खोलें जब तक आपसे कहा न जाए।
2. प्रश्न-पुस्तिका में 100 प्रश्न हैं। परीक्षार्थी को 75 प्रश्नों को केवल दी गई OMR आन्सर-शीट पर ही हल करना है, प्रश्न-पुस्तिका पर नहीं। सभी प्रश्नों के अंक समान हैं।
3. प्रश्नों के उत्तर अंकित करने से पूर्व प्रश्न-पुस्तिका तथा OMR आन्सर-शीट को सावधानीपूर्वक देख लें। दोषपूर्ण प्रश्न-पुस्तिका जिसमें कुछ भाग छपने से छूट गए हों या प्रश्न एक से अधिक बार छप गए हों या उसमें किसी अन्य प्रकार की कमी हो, उसे तुरन्त बदल लें।
4. प्रश्न-पुस्तिका में प्रत्येक प्रश्न के चार सम्भावित उत्तर- A, B, C एवं D हैं। परीक्षार्थी को उन चारों विकल्पों में से सही उत्तर छॉटना है। उत्तर को OMR उत्तर-पत्रक में सम्बन्धित प्रश्न संख्या में निम्न प्रकार भरना है :

(शेष निर्देश अन्तिम पृष्ठ पर)

1. Organisational change means:
 - (A) No improvement
 - (B) Modification in structure or processes
 - (C) Stopping activities
 - (D) Reducing employees
2. Change may occur due to:
 - (A) Technology
 - (B) Competition
 - (C) Environment
 - (D) All of these
3. Organisational development focuses on:
 - (A) Improving effectiveness
 - (B) Reducing communication
 - (C) Increasing conflict
 - (D) Avoiding change
4. Training is important for:
 - (A) Organisational development
 - (B) Increasing conflict
 - (C) Reducing skills
 - (D) Avoiding work
5. Resistance to change occurs because of:
 - (A) Fear of uncertainty
 - (B) Job security concerns
 - (C) Habits
 - (D) All of these
6. Planned change is:
 - (A) Sudden change
 - (B) Organised and systematic change
 - (C) Accidental change
 - (D) Random change
7. Change management helps to:
 - (A) Improve adaptability
 - (B) Increase problems
 - (C) Reduce efficiency
 - (D) Avoid development
8. Organisational development mainly focuses on:
 - (A) Human resources improvement
 - (B) Machines
 - (C) Accounting systems
 - (D) Financial statements
9. Successful change requires:
 - (A) Leadership and communication
 - (B) Ignoring employees
 - (C) Avoiding planning
 - (D) Punishment

10. Learning is defined as:
- (A) Permanent change in behaviour due to experience
 - (B) Temporary behaviour
 - (C) Natural ability
 - (D) Biological growth
11. Which psychologist proposed classical conditioning?
- (A) Pavlov
 - (B) Skinner
 - (C) Maslow
 - (D) Herzberg
12. Operant conditioning was developed by:
- (A) Pavlov
 - (B) Skinner
 - (C) McGregor
 - (D) Herzberg
13. Reinforcement means:
- (A) Punishment
 - (B) Strengthening behaviour
 - (C) Ignoring behaviour
 - (D) Removing behaviour
14. Positive reinforcement involves:
- (A) Giving rewards
 - (B) Punishing behaviour
 - (C) Ignoring behaviour
 - (D) Removing benefits
15. Negative reinforcement involves:
- (A) Giving punishment
 - (B) Removing unpleasant conditions
 - (C) Giving reward
 - (D) Ignoring behaviour
16. Punishment is used to:
- (A) Encourage behaviour
 - (B) Stop undesirable behaviour
 - (C) Reward employees
 - (D) Increase satisfaction
17. Extinction means:
- (A) Rewarding behaviour
 - (B) Removing reinforcement
 - (C) Giving punishment
 - (D) Encouraging behaviour
18. Continuous reinforcement means:
- (A) Reward every behaviour
 - (B) Reward sometimes
 - (C) Never reward
 - (D) Only punish

19. One reason for group formation is:
- (A) Security
 - (B) Isolation
 - (C) Competition only
 - (D) Conflict
20. People join groups mainly for:
- (A) Social needs
 - (B) Isolation
 - (C) Avoiding work
 - (D) Personal loss
21. Groups are formed to achieve:
- (A) Personal goals only
 - (B) Common objectives
 - (C) Individual benefits only
 - (D) Conflict
22. Friendship is a reason for:
- (A) Group formation
 - (B) Group conflict
 - (C) Communication barrier
 - (D) Leadership failure
23. Formal groups are created by:
- (A) Employees
 - (B) Management
 - (C) Society
 - (D) Customers
24. Informal groups are formed due to:
- (A) Organisational rules
 - (B) Personal relationships
 - (C) Company policy
 - (D) Government law
25. Command groups consist of:
- (A) Manager and subordinates
 - (B) Friends
 - (C) Family members
 - (D) Customers
26. Task groups are formed to:
- (A) Perform specific tasks
 - (B) Socialise
 - (C) Relax
 - (D) Avoid work
27. Interest groups are formed to:
- (A) Achieve common interests
 - (B) Perform official work
 - (C) Avoid management
 - (D) Reduce communication
28. Group cohesiveness means:
- (A) Attraction among group members
 - (B) Conflict among members
 - (C) Lack of unity
 - (D) Individualism

29. Encoding means:
- (A) Converting message into symbols
 - (B) Receiving message
 - (C) Ignoring message
 - (D) Giving feedback
30. Decoding means:
- (A) Sending message
 - (B) Interpreting message
 - (C) Ignoring message
 - (D) Writing message
31. Feedback helps to:
- (A) Confirm understanding
 - (B) Increase confusion
 - (C) Stop communication
 - (D) Avoid interaction
32. Leadership means:
- (A) Controlling employees
 - (B) Influencing people to achieve goals
 - (C) Ignoring employees
 - (D) Punishing workers
33. A leader motivates employees by:
- (A) Ignoring them
 - (B) Encouraging them
 - (C) Punishing them
 - (D) Avoiding communication
34. Autocratic leadership means:
- (A) Leader makes decisions alone
 - (B) Group decision-making
 - (C) No leadership
 - (D) Free employee control
35. Democratic leadership means:
- (A) Leader decides everything
 - (B) Employee participation in decision-making
 - (C) No communication
 - (D) Strict control
36. Laissez-faire leadership means:
- (A) No freedom to employees
 - (B) Full freedom to employees
 - (C) Strict supervision
 - (D) Punishment
37. Conflict means:
- (A) Cooperation
 - (B) Disagreement between individuals or groups
 - (C) Motivation
 - (D) Communication

38. Herzberg proposed:
- (A) Need hierarchy theory
 - (B) Two-factor theory
 - (C) Expectancy theory
 - (D) Equity theory
39. Hygiene factors in Herzberg theory include:
- (A) Salary
 - (B) Achievement
 - (C) Recognition
 - (D) Responsibility
40. McGregor's Theory X assumes employees:
- (A) love work
 - (B) avoid responsibility
 - (C) are self-motivated
 - (D) seek challenges
41. McGregor's Theory Y assumes employees:
- (A) hate work
 - (B) need strict control
 - (C) are responsible and creative
 - (D) avoid work
42. Perception means:
- (A) Learning behaviour
 - (B) Interpreting information
 - (C) Punishing employees
 - (D) Giving rewards
43. The perception process begins with:
- (A) Interpretation
 - (B) Attention
 - (C) Stimulus
 - (D) Behaviour
44. Perception is influenced by:
- (A) Experience
 - (B) Attitudes
 - (C) Motives
 - (D) All of these
45. Selective perception means:
- (A) Seeing everything clearly
 - (B) Ignoring information
 - (C) Seeing only what we want to see
 - (D) Understanding correctly
46. Stereotyping means:
- (A) Judging individuals based on group characteristics
 - (B) Correct judgement
 - (C) Learning behaviour
 - (D) Motivation

47. Small group size usually leads to:
- (A) Low cohesiveness
 - (B) High cohesiveness
 - (C) No communication
 - (D) Conflict
48. Similar attitudes among members increase:
- (A) Group conflict
 - (B) Group cohesiveness
 - (C) Individualism
 - (D) Isolation
49. Success of group performance leads to:
- (A) Reduce unity
 - (B) Higher cohesiveness
 - (C) Less motivation
 - (D) Poor communication
50. Group decision making means:
- (A) Decision by one person
 - (B) Decision by group members together
 - (C) Decision by machines
 - (D) Decision by customers
51. One advantage of group decision-making is:
- (A) Limited ideas
 - (B) More information and ideas
 - (C) Slow communication
 - (D) Increased conflict
52. One disadvantage of group decision-making is:
- (A) Time consuming
 - (B) More ideas
 - (C) Participation
 - (D) Cooperation
53. Brainstorming technique is used for:
- (A) Generating ideas
 - (B) Reducing work
 - (C) Punishment
 - (D) Motivation
54. Communication means:
- (A) Exchange of information
 - (B) Punishment of employees
 - (C) Giving orders only
 - (D) Ignoring workers
55. The communication process starts with:
- (A) Message
 - (B) Sender
 - (C) Receiver
 - (D) Feedback

56. Which skill helps managers understand people better?
- (A) Technical skill
(B) Human skill
(C) Conceptual skill
(D) Mechanical skill
57. Direct forces affecting behaviour include:
- (A) Family background
(B) Technology
(C) Managers and supervisors
(D) Government policies
58. Indirect forces affecting behaviour include:
- (A) Supervisor
(B) Co-workers
(C) Social environment
(D) Manager
59. Which is an internal force affecting behaviour?
- (A) Personality
(B) Government policy
(C) Technology
(D) Economy
60. Economic conditions are:
- (A) Direct forces
(B) Internal forces
(C) External forces
(D) Personal forces
61. Organisational culture influences behaviour as a:
- (A) Direct force
(B) Indirect force
(C) Mechanical force
(D) Legal force
62. Which field contributes to understanding individual behaviour?
- (A) Psychology
(B) Physics
(C) Chemistry
(D) Mathematics
63. Sociology mainly studies:
- (A) Individual behaviour
(B) Group behaviour
(C) Chemical reactions
(D) Accounting systems
64. Anthropology studies:
- (A) Human cultures and societies
(B) Machines
(C) Finance
(D) Computers

65. Conflict occurs when:
- (A) Interests differ
 - (B) Goals are same
 - (C) Communication is clear
 - (D) Cooperation exists
66. Conflict may be:
- (A) Functional
 - (B) Dysfunctional
 - (C) Both (A) and (B)
 - (D) None of these
67. Conflict between two individuals is called:
- (A) Intrapersonal conflict
 - (B) Interpersonal conflict
 - (C) Intergroup conflict
 - (D) Organisational conflict
68. Conflict within an individual is:
- (A) Intergroup conflict
 - (B) Intrapersonal conflict
 - (C) Interpersonal conflict
 - (D) Organisational conflict
69. Conflict between groups is:
- (A) Intergroup conflict
 - (B) Intrapersonal conflict
 - (C) Individual conflict
 - (D) Personal conflict
70. Organisational culture means:
- (A) Rules only
 - (B) Shared values and beliefs in organisation
 - (C) Machines used in organisation
 - (D) Financial system
71. Organisational culture influences:
- (A) Employee behaviour
 - (B) Machines only
 - (C) Customers only
 - (D) Accounting systems
72. Strong culture leads to:
- (A) Clear values and behaviour
 - (B) Confusion
 - (C) Lack of unity
 - (D) Conflict
73. Organisational culture develops through:
- (A) Traditions and values
 - (B) Machines
 - (C) Technology
 - (D) Finance

74. Learning occurs through:
- (A) Experience
 - (B) Practice
 - (C) Observation
 - (D) All of these
75. Observational learning was explained by:
- (A) Albert Bandura
 - (B) Maslow
 - (C) Herzberg
 - (D) Pavlov
76. Reinforcement theory is mainly related to:
- (A) Motivation
 - (B) Learning behaviour
 - (C) Leadership
 - (D) Planning
77. Behaviour modification uses:
- (A) Punishment only
 - (B) Reinforcement techniques
 - (C) Financial rewards only
 - (D) Leadership
78. Learning helps employees to:
- (A) Improve performance
 - (B) Increase mistakes
 - (C) Reduce skills
 - (D) Avoid work
79. Group behaviour refers to:
- (A) Behaviour of machines
 - (B) Behaviour of individuals working alone
 - (C) Behaviour of individuals in a group
 - (D) Behaviour of customers
80. A group is defined as:
- (A) Two or more individuals interacting with each other
 - (B) A single person working alone
 - (C) A machine system
 - (D) A financial unit
81. Group behaviour helps organisations to:
- (A) Increase conflict only
 - (B) Achieve organisational goals
 - (C) Reduce communication
 - (D) Avoid teamwork
82. Group members usually share:
- (A) Common goals
 - (B) Different interests only
 - (C) No interaction
 - (D) No objectives

83. Political science contributes to OB by studying:
- (A) Power and conflict
 - (B) Machinery
 - (C) Sales techniques
 - (D) Accounting
84. Social psychology studies:
- (A) Individual behaviour in groups
 - (B) Engineering systems
 - (C) Tax policies
 - (D) Production methods
85. Motivation means:
- (A) Punishing employees
 - (B) Inspiring employees to work
 - (C) Reducing wages
 - (D) Ignoring workers
86. Motivation may come from:
- (A) Internal factors
 - (B) External rewards
 - (C) Both (A) and (B)
 - (D) None of these
87. Salary and bonus are examples of:
- (A) Intrinsic motivation
 - (B) Extrinsic motivation
 - (C) Psychological needs
 - (D) Social needs
88. Interest and satisfaction from work are:
- (A) Extrinsic motivation
 - (B) Intrinsic motivation
 - (C) Financial rewards
 - (D) External forces
89. Recognition and praise motivate employees because they satisfy:
- (A) Social needs
 - (B) Esteem needs
 - (C) Safety needs
 - (D) Physiological needs
90. Maslow's theory is known as:
- (A) Two-factor theory
 - (B) Need hierarchy theory
 - (C) Reinforcement theory
 - (D) Equity theory
91. The lowest level in Maslow's hierarchy is:
- (A) Safety needs
 - (B) Social needs
 - (C) Physiological needs
 - (D) Self-actualisation

92. Organisational Behaviour mainly studies:
- (A) Machines in organisation
 - (B) Human behaviour in organisation
 - (C) Financial management
 - (D) Marketing strategies
93. OB is the study of:
- (A) Individual behaviour only
 - (B) Group behaviour only
 - (C) Individual and group behaviour in organisations
 - (D) Production systems
94. The main objective of OB is to:
- (A) Increase profits only
 - (B) Understand and improve employee behaviour
 - (C) Reduce costs
 - (D) Control workers
95. Organisational Behaviour is:
- (A) A technical subject
 - (B) Behavioural science approach
 - (C) Engineering field
 - (D) Accounting discipline
96. OB helps managers to:
- (A) Understand employees better
 - (B) Increase machinery efficiency
 - (C) Reduce taxes
 - (D) Eliminate labour
97. A manager's role in OB is mainly to:
- (A) Ignore employee behaviour
 - (B) Understand and guide behaviour
 - (C) Replace workers
 - (D) Avoid communication
98. Which managerial function focuses on directing employees?
- (A) Planning
 - (B) Organising
 - (C) Leading
 - (D) Controlling
99. Managers motivate employees to:
- (A) Reduce productivity
 - (B) Achieve organisational goals
 - (C) Increase conflict
 - (D) Avoid work
100. Managers must understand employee behaviour to:
- (A) Improve performance
 - (B) Decrease communication
 - (C) Increase tension
 - (D) Reduce teamwork

Rough Work

Rough Work

Example :

Question :

Q.1 (A) ● (C) (D)

Q.2 (A) (B) ● (D)

Q.3 (A) ● (C) (D)

5. Each question carries equal marks. Marks will be awarded according to the number of correct answers you have.
6. All answers are to be given on OMR Answer Sheet only. Answers given anywhere other than the place specified in the answer sheet will not be considered valid.
7. Before writing anything on the OMR Answer Sheet, all the instructions given in it should be read carefully.
8. After the completion of the examination, candidates should leave the examination hall only after providing their OMR Answer Sheet to the invigilator. Candidate can carry their Question Booklet.
9. There will be no negative marking.
10. Rough work, if any, should be done on the blank pages provided for the purpose in the booklet.
11. To bring and use of log-book, calculator, pager & cellular phone in examination hall is prohibited.
12. In case of any difference found in English and Hindi version of the question, the English version of the question will be held authentic.

Imp. On opening the question booklet, first check that all the pages of the question booklet are printed properly. If there is any discrepancy in the question Booklet, then after showing it to the invigilator, get another question Booklet of the same series.

उदाहरण :

प्रश्न :

प्रश्न 1 (A) ● (C) (D)

प्रश्न 2 (A) (B) ● (D)

प्रश्न 3 (A) ● (C) (D)

5. प्रत्येक प्रश्न के अंक समान हैं। आपके जितने उत्तर सही होंगे, उन्हीं के अनुसार अंक प्रदान किये जायेंगे।
6. सभी उत्तर केवल ओ०एम०आर० उत्तर-पत्रक (OMR Answer Sheet) पर ही दिये जाने हैं। उत्तर-पत्रक में निर्धारित स्थान के अलावा अन्यत्र कहीं पर दिया गया उत्तर मान्य नहीं होगा।
7. ओ०एम०आर० उत्तर-पत्रक (OMR Answer Sheet) पर कुछ भी लिखने से पूर्व उसमें दिये गये सभी अनुदेशों को सावधानीपूर्वक पढ़ लिया जाये।
8. परीक्षा समाप्ति के उपरान्त परीक्षार्थी कक्ष निरीक्षक को अपनी OMR Answer Sheet उपलब्ध कराने के बाद ही परीक्षा कक्ष से प्रस्थान करें। परीक्षार्थी अपने साथ प्रश्न-पुस्तिका ले जा सकते हैं।
9. निगेटिव मार्किंग नहीं है।
10. कोई भी रफ कार्य, प्रश्न-पुस्तिका में, रफ-कार्य के लिए दिए खाली पेज पर ही किया जाना चाहिए।
11. परीक्षा-कक्ष में लॉग-बुक, कैल्कुलेटर, पेजर तथा सेल्युलर फोन ले जाना तथा उसका उपयोग करना वर्जित है।
12. प्रश्न के हिन्दी एवं अंग्रेजी रूपान्तरण में भिन्नता होने की दशा में प्रश्न का अंग्रेजी रूपान्तरण ही मान्य होगा।

महत्वपूर्ण: प्रश्नपुस्तिका खोलने पर प्रथमतः जाँच कर देख लें कि प्रश्नपुस्तिका के सभी पृष्ठ भलीभाँति छपे हुए हैं। यदि प्रश्नपुस्तिका में कोई कमी हो, तो कक्षनिरीक्षक को दिखाकर उसी सिरीज की दूसरी प्रश्नपुस्तिका प्राप्त कर लें।