BPAE-142: ORGANISATIONAL BEHAVIOUR
Tutor Marked Assignments

Course Code: BPAE-142
Assignment Code: ASST/TMA/July-2026 & January 2027
Total Marks: 100

Assignment -A

Answer the following questions in about 500 words each.

1. Describe the meaning, features and significance of Organisational Behaviour. 20
2. Explain the concept and characteristics of organisational culture. 20

Assignment -B

Answer the following questions in about 250 words each.

3. Discuss the different theories of learning. 10
4. Explain the Abraham Maslow's Hierarchy of Needs Theory. 10
5. Describe the meaning, nature and importance of teamwork. 10

Assignment -C

Answer the following questions in about 100 words each.

6. What do you understand by group dynamics? 6
7. Discuss the theories of job satisfaction. 6
8. Describe the factors that affect perception. 6
9. Explain the types of employees attitudes. 6
10. Elaborate the various approaches of managing stress. 6

1. Describe the meaning, features and significance of Organisational Behaviour. 20

Answer

Introduction and meaning

Organisational Behaviour (OB) is the systematic study of how individuals and groups think, feel and act in organisational settings, and how the organisation itself affects that behaviour. It examines employees not merely as holders of posts but as people with perceptions, motives, values, abilities and relationships. At the same time, OB studies structures, leadership, rules, communication, culture and work conditions. Its practical concern is to explain, predict and improve conduct at work while respecting human needs and organisational goals. For instance, two officers may receive identical duties yet perform differently because of differences in motivation, supervisory support and perceptions of fairness. OB helps the manager understand these differences instead of assuming that orders alone determine performance.

Principal features

A first feature of OB is its interdisciplinary character. Psychology helps explain personality, learning, perception, attitudes and motivation; sociology contributes the study of groups, organisations and social relationships; social psychology illuminates influence and communication; and anthropology helps in understanding cultural practices. Political science and management studies also contribute ideas about authority, power, conflict and institutional design. This borrowing does not make OB a loose collection of ideas: the shared concern is behaviour within organised work.

Second, it works at three linked levels. The individual level examines matters such as values, ability, stress and satisfaction. The group level examines leadership, teamwork, norms, communication and conflict. The organisational level considers structure, culture, technology and change. A performance problem may involve all three: an employee needs training, the team needs cooperation, and the department needs a more workable procedure. Examining only one level can therefore produce a partial solution.

Third, OB is both evidence-oriented and applied. It uses observation, surveys, interviews, case studies and empirical research to test explanations, but its knowledge is meant to assist actual decisions. Behaviour is also contingent: no single management technique works equally well in every organisation or for every person. Participation may improve commitment in one setting, while