



BOWEN UNIVERSITY, IWO
College of Management and Social Sciences
Industrial Relations & Personnel Management Programme
First Semester 2021/2022 Examination

Level	: 300
Course Title	: Organisational Behaviour
Course Code	: IRP 307
Instruction	: Answer Question 1 and Any Other Three Questions
Time Allowed	: 2 Hours, 30 Minutes
Date	: 17 th March, 2022

- 1 (a) What is Organizational Behaviour? (3 Marks)
- (b) How can self-concept help employees to develop Organizational Behaviour? (7 Marks)
- (c) Discuss the relevance of Organizational Behaviour to the progress of an organization. (7 Marks)
- (d) Outline three types of Leadership styles in an organization. (3 Marks)
2. Think of any organizational change you have experienced; was there any resistance to the change? Discuss. (15 Marks)
- 3 (a) Managers are concerned with problem solving and making things happen within a stable organization. With the aid of this statement, define the term Manager and also discuss how a manager can use his position and functions to act according to the statement above. (15 Marks)
- 4 (a). State and explain four counterproductive Behaviours in the workplace. (9 Marks)
- (b). How can these counterproductive Behaviours you stated above be modified? (7 Marks)
- 5 (a) Define workplace Norms. (3 Marks)
- (b) Enumerate types of workplace Norms. (6 Marks)
- (c) Why is workplace Norms important? (6 Marks)
6. Rewards and Punishment are essential tools for maintaining wanted Organizational behaviour. Discuss how Rewards and Punishments would be used to produce the needed effects in an organization. (15 Marks)