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Total Number of Pages:3

MBA
15 MNG 106

1st Semester Regular/Back Examination 2015-16
SUBJECT NAME : ORGANISATIONAL BEHAVIOUR

BRANCH: MBA

Time: 3 Hours

Max Marks: 100

Q.CODE: T847

Answer Part-A which is compulsory and any four from Part-B.
The figures in the right hand margin indicate marks.

Part – A (Answer all the questions)

Q.1 Fill up the blanks:

(1 x 20)

- a) The study of the behavior of employees and their relationships within organizations is known as _____
- b) Term LOC in the study of personality stand for _____
- c) _____ stage of group formation is setting rules by which the group operate
- d) Friendship groups are examples of _____ group
- e) The pension plans, gratuity contribution and mandatory provident fund rules are _____ basically framed as _____ needs
- f) The three major categories of factors that influence one's perception of another person include characteristics of the perceiver, the target and the _____
- g) A relatively stable set of characteristics that influence an individual's behavior defines _____
- h) According to Fiedler, the effectiveness of leaders is dependant on _____
- i) In Blake and Mouton Leadership grid, a manager with high concern for production and low concern for people would be in what position on the grid _____ , _____
- j) Motivation is derived from the latin word _____ which means "to move"
- k) Enduring characteristics that describe an Individual's behaviour is called _____
- l) MBTI stands for _____
- m) _____ advocated that humans are essentially motivated by levels of needs.
- n) The Hawthorne experiment was conducted by _____
- o) "Might is right" is the motto of _____ model
- p) The final step in the Lewin's change model is _____

- q) The importance and value placed on a reward in Expectancy theory is known as _____
- r) Company policy and working conditions in the two factor theory refers to _____ factors
- s) The degree to which members are attracted to their group is called _____
- t) The ability to influence a group towards the achievement of goals is termed as _____

Q.2 Answer the following questions: **Short answer type** (2 x 10)

- a) Explain the contributions made by various behavioural science discipline to OB.
- b) Define personality? What are the major forces influencing personality?
- c) What are perceptual errors ? What does attribution theory suggest.
- d) Differentiate between terminal values and instrumental values.
- e) Why do we need to manage emotions ? How can emotional intelligence help manage emotions.
- f) Explain the concept of positive and negative equity according to Equity theory.
- g) Are teams different from groups ? Explain teams.
- h) Bring out the differences between transformational leader and transactional leader.
- i) What are the steps in the group decision making process.
- j) What are some of the reasons for resisting organisational change, explain briefly.

Part – B (Answer any four questions)

- Q.3 What do you mean by Individual Difference ? Discuss various models to explain organisational behaviour. (15)
- Q.4 What is the distinction between the content theory and the process theories of motivation. Identify the variables in expectancy theory. How do these variables relate to one another and to work motivation. (15)
- Q.5 What are attitudes ? How attitudes are formed ? What are the major components of attitudes. (15)
- Q.6 How are groups formed ? What are types of groups we come across most frequently. What are the different stages of group development ? (15)
- Q.7 What is leadership ? Explain the relevance and importance of leadership in the current context of changing and turbulent environment. What are the major leadership styles observed in organisations. (15)

- Q.8** “Resistance to change is a normal part of the process of change”. **(15)**
Discuss. What techniques would you use in overcoming such resistance. Discuss Lewin's model.
- Q.9** What do you mean by organisational culture ? Differentiate between strong vrs weak culture. Write a brief note on creating a positive organisational culture. **(15)**