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Total Number of Pages : 01

MBA  
15MNG106

**1<sup>st</sup> Semester Back Examination 2018-19**  
**ORGANIZATIONAL BEHAVIOUR**

**BRANCH : MBA**

**Time : 3 Hours**

**Max Marks : 100**

**Q.CODE : E912**

**Answer Question No.1 (Part-1) which is compulsory, any EIGHT from Part-II and any TWO from Part-III.**

**The figures in the right hand margin indicate marks.**

**Part- I**

**Q1 Short Answer Type Questions (Answer All-10) (2 x 10)**

- What do you mean by organizational behaviour?
- Define rational-economic man.
- What are the components of an attitude?
- State two examples of terminal value system.
- What do you mean by halo effect?
- Differentiate between 'Motive' and 'Motivation'.
- Is there any difference between 'Team' and 'Group'.
- Diagrammatically represent the Managerial Grid Theory of leadership.
- Why an organization intends to initiate change?
- Define group dynamics.

**Part- II**

**Q2 Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)**

- Discuss the importance of Complex Man Model.
- What are the key barriers to change attitudes of Indian employees?
- Explain in brief the application of Big Five Personality Model.
- Outline the factors influencing the perceptual level of individuals.
- What are the managerial applications of the expectancy and goal-setting theory of motivation?
- Distinguish between theory X and Y. Which one is more applicable to professionally qualified personnel and why?
- Explain the five stage model of group development.
- How to minimize the degree of social loafing?
- Discuss the process of team building.
- How will you distinguish leaders from managers?
- What are the prerequisites for effective leadership?
- Discuss Lewin's model of managing organizational change.

**Part-III**

**Long Answer Type Questions (Answer Any Two Out of Four)**

- Q3** "Behaviour of a person is always unpredictable". Explain by giving reasons for your answer. **(16)**
- Q4** Explain Herzbergs Two-Factor Theory. Differentiate it from Maslow's Theory of Need Hierarchy. Which of the two theories better explains the behaviour of people at work. **(8+4+4)**
- Q5** Explain, according to Fred Fiedler's Contingency Model, how leadership style interacts with situational variables. **(16)**
- Q6** Discuss the role of Kotter's Eight-Step plan for managing change in an organization. Discuss the reasons for employee resistance to change. Suggest appropriate measures for overcoming resistance to change. **(8+4+4)**