

Total number of printed pages-4

14 (COM-2) 2-7 N/O

2016

ORGANISATION BEHAVIOUR

(Old & New Syllabus)

Paper : 2-7

Full Marks : 80

Time : Three hours

The figures in the margin indicate full marks for the questions.

1. Answer as directed : 1×5=5

(i) "Cognitive theory" of learning was given by

(a) Skinner

(b) Pavlov

(c) Tolman

(d) Piaget

(Choose the correct option)

Contd.

(ii) Which of the following is not job related source of stress ?

- (a) Role ambiguity
- (b) Role overload
- (c) Ethical dilemmas
- (d) Career concerns

(Choose the correct option)

(iii) What do we call it when we judge someone on the basis of our perception ?

- (a) Stereo typing
- (b) Categorizing
- (c) Halo effect
- (d) Prototyping

(Choose the correct option)

(iv) The cognitive process through which an individual selects, organizes but misinterprets environmental stimuli is known as _____ .

- (a) Perception
- (b) Projection
- (c) Selective perception
- (d) Mis-perception

- (v) Operant conditioning argues that —
- (a) behaviour is reflexive
 - (b) behaviour is unlearned
 - (c) behaviour is a function of its consequences
 - (d) the tendency to repeat a behaviour is very strong
- (Choose the correct option)

2. Write short notes on : **(any five)** 5×5=25

- (i) Workforce Diversity
- (ii) Hofe'stede Dimension of Culture
- (iii) Impression management
- (iv) Negative Reinforcement
- (v) Perceptual Selectivity
- (vi) Transactional vs Transformational leadership
- (vii) Social Loafing.

3. Answer **any five** : 10×5

- (i) Identify the key traits in the big *five* personality model and demonstrate how the traits predict behaviour at work.
- 6+4=10

- (ii) Define the term organizational culture. Clarify its significance and the implications on organizational behaviour. $4+6=10$
- (iii) What are the approaches to managing organisational change? Also state the stimulant for change. $6+4=10$
- (iv) What are the external conditions imposed on the group? What are the structural variables that have a bearing on the individual behaviour in a group? $4+6=10$
- (v) Explain the various types and sources of stress and how effectively the stress can be managed. 10
- (vi) Explain the relevance of power and politics in an organization. Provide the techniques of analysing managing interpersonal conflict. $4+2+4$
- (vii) Discuss the various challenges and opportunities faced by OB practitioners in the contemporary business environment. 10
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