

Total number of printed pages-4

14 (COM-2) 2·7

2017

ORGANISATION BEHAVIOUR

Paper : 2·7

Full Marks : 80

Time : Three hours

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

1. Choose the correct options of the following questions : 1×5=5

(i) Which learning theory implies that learning occurs due to consequences of behaviour ?

- (a) Operant Conditioning
- (b) Classical Conditioning
- (c) Observational learning
- (d) Cognitive learning.

Contd.

(ii) How many variables did Victor S Vroom consider in his expectancy theory of motivation ?

(a) Nine

(b) Three

(c) Four

(d) Five.

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

(a) Skinner

(b) Pavlov

(c) Tolman

(d) Piaget.

(iv) _____ is the attractiveness of the member towards the group or resistance to leave it.

(a) Group norms

(b) Group behaviour

(c) Group cohesiveness

(d) Group structure.

(v) The culture that score high on the _____ dimension of Hofstede tend to be distrustful to new ideas or behaviour.

- (a) Power distance
- (b) Masculinity vs femininity
- (c) Individualism vs Collectivism
- (d) Uncertainty avoidance.

2. Write short notes on : **(any five)**

5x5

- (I) Work-life balance
- (II) Positive and Negative Reinforcement
- (III) Classical and Operant Conditioning
- (IV) Sources and Consequences of work stress
- (V) Motivation by empowerment
- (VI) Managing work force Diversity
- (VII) Organisational Climate.

3. Answer **any five** :

- I. Explain the transactional vs transformational theory of leadership with illustration. 10

- II. Explain the concept and significance of organizational culture. How does it affect different aspects of organisational functioning ? 4+6=10
- III. Explain the factors influencing perception and discuss the relevance of 'Impression Management' in an organisation. 10
- IV. Discuss the stages of Group development. Outline the key factor affecting group dynamics. 5+5=10
- V. What are the reasons for organisational politics? Explain how organisational politics are managed. 4+6=10
- VI. How does the study of Personality help in understanding Organisational Behaviour? 10
- VII. Describe the major challenges of Organisational Behaviour in the present day context of Globalisation. 10
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