

total number of printed pages-4

14 (COM-2) 2026

2022

**COMMERCE**

Paper : COM-2026

**( Organisation Behaviour )**

Full Marks : 80

Time : Three hours

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

1. Choose the correct option :  $1 \times 5 = 5$
- (i) Individuals with an internal locus of control:
- (a) display-high anxiety and tension
  - (b) tend to be restless and agitated on the job
  - (c) prefer participative management systems
  - (d) exhibit low emotional intelligence

Contd.

(ii) The cognitive process through which an individual selects, organizes but misinterprets environmental stimuli is known as —

- (a) Perception
- (b) Projection
- (c) Selective perception misperception
- (d) Attribution

(iii) The group formed by an organization to accomplish narrow range of purposes within a specified time

- (a) Formal Group
- (b) Task Group
- (c) Interest Group
- (d) Functional Group

(iv) Which of these is the result of the multiplication of expectancy and valence according to Vroom's theory?

- (a) Organisation
- (b) Delegation
- (c) Management
- (d) Motivation

(v) Which dimension of Big 5 personality traits represents artistically sensitive, refined etc. ?

(a) Openness to experience

(b) Emotional stability

(c) Conscientiousness

(d) Extroversion

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

(i) Group think and Group Shift

(ii) Functional outcome of conflict

(iii) Stereotyping

(iv) Dimensions of conflict handling intentions

(v) Causes of consequences of political behaviour

(vi) Workplace discrimination and organizational effectiveness

3. Answer **any five** :

(i) "The world as it is perceived is the world that is behaviourally significant." Explain the above statement in the light of the shortcuts used by people to judge other. 10

- (ii) Describe the concepts of core self evaluation, self monitoring and proactive personality help us to understand personality. 10
- (iii) Explain the similarities and differences between self determination theory and goal setting theory. 5+5=10
- (iv) Explain how cohesiveness and diversity support group effectiveness. 10
- (v) What are the central tenets of Path-Goal Theory of Leadership and Leadership-Participation Model? 10
- (vi) Discuss the factors which create and sustain an organization's culture. 10
- (vii) Explain the difference between classical conditioning and operant conditioning of Learning. 10
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