

M.B.A.

(SEM. I) EXAMINATION, 2008-09
ORGANISATIONAL BEHAVIOUR

Time : 3 Hours]

[Total Marks : 100

- Notes : (1) Attempt all questions. All questions carry equal marks.
- (2) The figures in the **right hand margin** indicate marks.

1 Answer any **four** of the following in about 250 words each : **5×4=20**

- (a) What do you mean by emotional intelligence ?
- (b) How does personality affect the behaviour of a person ?
- (c) 'Leadership is situational'. Explain this statement.
- (d) Describe the stages of group development.
- (e) What do you mean by organisational politics ?
- (f) How does perception differ from sensation ?

2 What are the major contributions of behavioral approach to the study of organisational behaviour ? How do they make improvement over the human relations approach ? **20**

OR

2 What are the various factors which affect attitude formation ? How will you explain this phenomenon that two persons working in the same work environment may have different attitude about the work ? **20**



- 3 (a) What is the concept of reinforcement in learning ? How does it help in shaping behaviour of people in desirable way ? 10
- (b) Critically examine Herzberg's two factor theory of motivation. 10

OR

- 3 (a) What do you mean by leadership style ? How can leadership style be decided based on the use of power and authority ? 10
- (b) What are different transactions that emerge out of the interpersonal interactions ? Discuss the situations under which each transaction is useful. 10
- 4 (a) Explain the nature and significance of power relations in a large manufacturing concern. 10
- (b) Discuss the situation under which group decision making is better than individual decision - making. suggest some measures to improve group decision - making. 10

OR

- 4 (a) What is concept of organisational conflict ? Are organisational conflict always dysfunctional ? Explain. 10
- (b) How can goal conflict be reduced in the organisation ? Does goal conflict reduction solve problems of conflict ? 10

5 Write notes on any **two** of the following : 10×2=20

- (a) Determinate of OB
- (b) Need Hierarchy
- (c) Ego state
- (d) Group structure.





Printed Pages : 2

MBA-112

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 7023

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M.B.A.

(SEM. I) EXAMINATION, 2007-08

ORGANISATIONAL BEHAVIOUR

Time : 3 Hours]

[Total Marks : 100

- Note :*
- (i) Attempt all questions.*
 - (ii) The figure on the right indicate marks.*

1 Answer any **four** of the following in about **250** **5×4**
words each :

- (a) Discuss the major determinents of organisation behaviour.
- (b) Analyse the perceptual mechanism.
- (c) How does personality relates to organisation behaviour ?
- (d) Discuss the various stages of group development.
- (e) Compare the three ego states given by Eric Bern.
- (f) What do you mean by organisation politics ?

2 "Leadership is situational". Explain this statement by **20**
bringing out the situational factors important for effective
leadership.

OR

2 "Any observable change in behaviour is prime **20**
evidence that learning has taken places". Comment on
this statement and explain the concept of learning.



- 3 (a) Explain the various theories of personality. 10
Which of them is convincing to you and why ?
- (b) Define attitude. What are the various methods 10
of attitude measurement ?

OR

- 3 (a) Explain the process of perception. Discuss the 10
factors on which human perception is based.
- (b) Describe the nature of organisation behaviour. 10
Explain the significance of understanding
organisation behaviour for managers.
- 4 (a) Why are the satisfiers and dissatisfiers 10
considered separate and distinct from each other
by Herzberg ? Explain.
- (b) Define conflict ? Discuss the conflict 10
management techniques in an organisation.

OR

- 4 (a) Are the groups better than individuals in 10
solving organisational problems ? Explain and
compare the individual decision making with that
of group decision making.
- (b) Discuss the suitability of different power 10
sources for influencing different target groups.
- 5 Write notes on any **two** of the following : 10×2
- (a) Formal and informal group
- (b) Classical and operant conditioning
- (c) Inter-personal and Inter-group conflict
- (d) Personnel power and position power.

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MBA

FIRST SEMESTER EXAMINATION, 2006 - 07

ORGANISATIONAL BEHAVIOUR



Time : 3 Hours

Total Marks : 100

- Note :**
- (i) Attempt ALL questions.
 - (ii) All questions carry equal marks.
 - (iii) Be precise in your answer.

1. Attempt *any four* parts of the following : (5x4=20)
- (a) What are the background factors that determine behaviour in an organisation ?
 - (b) Discuss the measure for improving managerial perception.
 - (c) How does attitude measurement help the management ?
 - (d) 'A good leader is not necessarily a good manager'. Discuss.
 - (e) Explain punctuated equilibrium model of group-dynamics.
 - (f) What is the structural approach of conflict management ?

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2. Discuss the various determinant of organisational behaviour. Explain the role of personal factors in determination of organisational goals with suitable examples. (20)

OR

What are the various stages in the life of a person relevant for personality development ? What are the crisis experienced by the person at each stage and the action that he takes to develop a better personality ? (20)

3. (a) Explain how manager can successfully motivate people taking clue from Vroom's valence and expectancy model. (10)
- (b) 'Non-financial incentives are as strong as financial one's'. Critically examine this statement. (10)

OR

- (a) What is transactional analysis ? How does it help in improving intrapersonal relations ? (10)
- (b) What are the leadership qualities that you would look for in a manager ? Distinguish between innate and acquirable qualities of leader. (10)

4. (a) What is the significance of informal group to formal group ? In what way can management make the most effective use of informal group. (10)
- (b) Why does intergroup conflict arises ? What are its consequences ? (10)

OR

- (a) Why is power so important in organisation ? What are the various bases of power ? (10)
- (b) What is meant by role conflict ? What are the causes of role conflict ? Discuss the methods to avoid role conflict. (10)

Write notes on *any two* of the following : (10x2=20)

- (a) Knowledge Management
- (b) Learning Curve
- (c) Perceptual Defence
- (d) Dynamics of Power

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PAPER ID : 7023

Roll No.

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MBA

FIRST SEMESTER EXAMINATION, 2005-2006

ORGANISATIONAL BEHAVIOUR

Time : 3 Hours

Total Marks : 100

- Note :
- (i) Attempt ALL questions.
 - (ii) The figure in the right hand margin indicates marks.
 - (iii) Be precise in your answer.

1. Attempt *any four* of the following in about 250 words each : (5x4=20)
- (a) Why is it important for modern managers to have skills in understanding people at work ?
 - (b) Discuss the relevance of Emotional Intelligence in contemporary business organisation ?
 - (c) Explain the concept of knowledge management.
 - (d) What is the difference between organisation behaviour and behavioural science ?
 - (e) Discuss the importance of the findings of Hawthorne experiments.
 - (f) Explain behaviour as an input - output system.

2. Attempt *any two* parts of the following : (10x2=20)

- (a) What is attribution theory ? Which factors influence an individual's perception ?
- (b) What is learning ? Describe major theories of learning.
- (c) Explain the concept of attitude and its linkage with behaviour.

3. Attempt *any two* parts of the following : (10x2=20)

- (a) How does Maslow's theory of motivation differ from Herzberg's theory ? Describe the importance and limitations of these theories.
- (b) What is the relationship between motivation and behaviour ? How can you motivate an Indian worker ?
- (c) Is leadership situational ? Discuss a theoretical model in this respect.

4. Attempt *any two* parts of the following : (10x2=20)

- (a) What is group dynamics ? Why is it significant in organisational behaviour ?
- (b) Discuss the stages of group development and explain the functions performed by a group.
- (c) How is group decision making different from individual decision making ? What are the various methods of group decision-making ?

Attempt *any two* parts of the following : (10x2=20)

- (a) "Organisational life of people is characterised by an interplay of conflict." Elucidate and describe the various methods of conflict resolution.
- (b) What are the various sources of power in an organisation ? Explain the contingency approach to power.
- (c) Explain the different causes for grievance and how can it be resolved ?

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Roll No.

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MBA

FIRST SEMESTER EXAMINATION, 2004-2005

ORGANISATIONAL BEHAVIOUR

Time : 3 Hours

Total Marks : 100

Note : (i) *Attempt ALL questions.*

(ii) *The figure in the right hand margin indicate marks.*

1. Answer *any four* of the following in about 250 words each :— **(5x4=20)**

- (a) Explain briefly the features of modern organisation behaviour.
- (b) 'People are similar, yet they are different'. Comment.
- (c) What are the differences between a manager and a leader ?
- (d) How does the size of a group affect its activities in an organisation ?
- (e) Describe the main sources of power.
- (f) Does money play any role in motivating people ? Explain

What is the sequence of needs listed in Maslov's theory of motivation? What evidences suggest cautions in applying Maslov's theory to people in organisation?

20

OR

What are the essentials of learning? Critically evaluate behaviour modification theory and its application in work organisation.

20

(a) Define organisation behaviour as a field of study. What are its main features? How does it differ from behavioural science?

10

AND

(b) Can attitude be changed? What are the factors that are to be taken into account while changing attitude?

10

OR

(a) What is perception? How does it differ from sensation? What are the factors that affect perception?

10

AND

(b) How does personality affect the behaviour of a person? What are the various applications of personality concept in the organisation?

10

(a) Discuss the concept of ego states developed by Eric Berne for transactional analysis. How are these related to life positions.

10

AND

(b) Explain the concept of power and distinguish between personal power and position power.

10

OR

- (a) What are the various forms of conflict that can occur with in an organisation ? Discuss the conflict resolution techniques. 10

AND

- (b) Discuss the nature of group dynamics which prevail in informal organisations and show its impact on the effectiveness of organisation as a whole. 10

5. Write notes on *any two* of the following : (10x2=20)

- (a) Emotional Intelligence
- (b) Attitude Measurement
- (c) Group Decision - making
- (d) Grievance Handling

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Pages : 3

MBA-113

Following Paper ID and Roll No. to be filled in your Answer Book)

ER ID : 7024

Roll No.

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M.B.A.

(SEM. I) EXAMINATION, 2008-09

LEGAL & REGULATORY FRAMEWORK

: 3 Hours]

[Total Marks : 100

- : (1) Attempt all questions.*
- (2) Figures in the right hand margin indicate maximum marks.*

Answer any **four** of the following :

4×5=20

(1) Employment Agreement