

ORGANIZATIONAL BEHAVIOUR
(HMTS 4225)

Time Allotted : 2½ hrs

Full Marks : 60

Figures out of the right margin indicate full marks.

*Candidates are required to answer Group A and
any 4 (four) from Group B to E, taking one from each group.*

Candidates are required to give answer in their own words as far as practicable.

Group – A

1. Answer any twelve:

12 × 1 = 12

Choose the correct alternative for the following

- (i) Which of the following statements is valid regarding shared organizational values?
 - (a) the international values influence shared organizational values
 - (b) shared organizational values are distinct for various components of a diverse workforce
 - (c) shared organizational values are unconscious wants or affective desires that guide the behaviour of the society
 - (d) shared organizational values are a myth
- (ii) Which type of personality do people like real-life examples and betting facts while missing the prime logic, possibly a per MBTI?
 - (a) intuition
 - (b) thinking
 - (c) sensing
 - (d) introversion
- (iii) Which of the following is the event of encouraging people to action to achieve their targets?
 - (a) motivation
 - (b) bonus
 - (c) promotion
 - (d) performance –based incentives
- (iv) Some people strongly believe that each person have control of his own life that is
 - (a) extroversion
 - (b) consciousness
 - (c) internal locus of control
 - (d) external locus of control
- (v) Dual structure approach of motivation is developed by
 - (a) Maslow
 - (b) F.Herzberg
 - (c) Alderfer
 - (d) Mc Gregor
- (vi) Which of the following type of leader is self confident and can attract followers by his great influence
 - (a) charismatic
 - (b) autocratic
 - (c) Laissez -faire
 - (d) Bureaucratic

- (vii) What term is used for the extent to which an individual displays different behaviours in different situations?
 (a) continuity (b) integrity
 (c) flexibility (d) distinctiveness
- (viii) The subject of organizational culture has been most influenced by which behaviour science discipline?
 (a) anthropology (b) psychology
 (c) social psychology (d) political science
- (ix) Organizational culture impact on employees
 (a) performance (b) well being
 (c) safety and security (d) both (a) and (b)
- (x) Formal power is exercised in a
 (a) bottom-up (b) top-down
 (c) horizontal (d) vertical

Fill in the blanks with the correct word

- (xi) According to the scientists of organizational behaviour, the organizations are _____ and _____.
- (xii) According to Maslow, the needs and wants of human beings desire will lead to the _____ of the person.
- (xiii) According to Mintzberg, one of management's interpersonal roles is _____.
- (xiv) Worker's acceptance of change is pertaining to _____ culture.
- (xv) The process of introducing or integrating the new employees into the organizational culture is known as _____.

Group - B

2. (a) Define the term "Learning"? [(HMTS4225.3)(Remember/IOCQ)]
 (b) State the key factors affecting Learning. [(HMTS4225.3)(Remember/IOCQ)]
4 + 8 = 12
3. (a) What do you understand by the term "Personality"? [(HMTS4225.1)(Remember/HOCQ)]
 (b) Discuss briefly the concept of "The Big Five" to assess a person's personality. [(HMTS4225.1)(Analyse/HOCQ)]
4 + 8 = 12

Group - C

4. (a) Discuss the managerial implications of Perception. [(HMTS4225.2)(Analyse/LOCQ)]
 (b) Mention various methods by which people can develop their perceptual abilities. [(HMTS4225.2)(Analyse/LOCQ)]
6 + 6 = 12

5. Write short notes on
 (i) Halo Effect
 (ii) Contrast Effect
 (iii) Selective Perception.

[[HMTS4225.3](Analyse /LOCQ]

(4 + 4 + 4) = 12

Group - D

6. (a) Mention the pros and cons of Group Decision-Making process.

[[HMTS4225.2](Analyse /LOCQ]

- (b) Define Brain Storming process and its stages.

[[HMTS4225.2](Analyse /LOCQ]

6 + 6 = 12

7. (a) State the factors that differentiate between “Leadership” and “Management”.

[[HMTS4225.2](Analyse /LOCQ]

- (b) Write short notes on

(i) Trait Theory

(ii) Path Goal Theory.

[[HMTS4225.2](Analyse /LOCQ]

4 + (4 + 4) = 12

Group - E

8. (a) How does structural conflict occur in an organization? Discuss.

[[HMTS4225.6](Analyse/LOCQ]

- (d) Briefly explain the major aspects of structural conflict in an organization.

[[HMTS4225.6](Analyse/LOCQ]

6 + 6 = 12

9. (a) What do you understand by Organizational change?

[[HMTS4225.6](Analyse/LOCQ]

- (b) Discuss the methods in respect of resistance to organizational change.

[[HMTS4225.6](Analyse/LOCQ]

6 + 6 = 12

Cognition Level	LOCQ	IOCQ	HOCQ
Percentage distribution	75	12.5	12.5

