

Time: 2 ½ hrs.

Marks: 75

- Note:
1. All questions are compulsory with internal options.
 2. Figures to the right indicate full marks.
 3. Draw neat diagram wherever necessary.

Q. 1 (A) Fill in the blanks with the correct answer from the alternatives given below. (08)
(Attempt any 8)

- (1) Organisation structure primarily refers to _____.
a) how activities are coordinated & controlled
b) how resources are allocated
c) the location of departments and office space
d) the policy statements developed by the firm
- (2) The purpose of job enrichment is to _____.
a) expand the number of tasks an individual can do
b) increase job efficiency
c) increase job effectiveness
d) increase job satisfaction of middle management
- (3) The problem-solving process begins with _____.
a) clarification of the situation b) establishment of alternatives
c) identification of the difficulty d) isolation of the cause
- (4) _____ is a study of the culture and practises in different societies.
a) Personality b) Anthropology c) Perception d) Attitudes
- (5) _____ is the result of the multiplication of expectancy and valence according to Vroom's theory.
a) Organisation b) Delegation c) Management d) Motivation
- (6) A manager's role changes from a leader's position to a partner's position in this type of organisation is called as _____.
a) Autocratic b) Collegial c) Supportive d) Custodial
- (7) Motivation's two-factor theory is given by _____.
a) Herzberg b) Harold Kelley c) J. Stacy Adams d) Douglas McGregor
- (8) _____ is generally the least used channel of communication in an organisation.
a) Horizontal channel b) Diagonal channel
c) Upward channel d) Downward channel
- (9) A system of retirement benefits that provides benefits like disability insurance, survivor's benefits, and Medicare is called _____.
a) Encoding b) Unemployment Compensation
c) Workers' Compensation d) Social Security benefit
- (10) Upward appraisal is done by immediate _____.
a) Supervisor b) Peers c) Subordinates d) All of the above

(B) State whether the following statements are true or false. (Attempt any 7) (07)

- (1) OB is multidisciplinary.
- (2) OB fails to recognize dynamic nature of organisation.
- (3) OB assumes that there is no one best approach.



- (4) Managing people's good skill is not the need of the globalised competitive market.
- (5) People learn by observing others, with the environment, behaviour and cognition.
- (6) Social cognitive theory (SCT) was developed by Stajkovic.
- (7) Motivation comes only from external forces.
- (8) Rewards have a positive effects on performance.
- (9) When comparing offers of employment, salary is always the thing that matters most.
- (10) An incentive program measuring performance during the calendar year is considered a long-term incentive plan.

Q.2 Discuss the scope and objectives of Organisational Behaviour. (15)

OR

Q.2 " Organisational behaviour as a discipline of study has evolved over the period of time". Justify the statement (15)

Q.3 Explain separation and its types. (8)

What are the reasons of separation in an organisation? (7)

OR

Q.3 Discuss Maslow's theory of hierarchy of needs. (15)

Q.4 Discuss the time management strategies. (8)

Explain the different types of rewards in an organisation. (7)

OR

Q.4 What are the reasons of layoffs? (8)

Explain the types of employee attrition. (7)

Q.5 What are the objectives of performance appraisal? What are the problems faced in performance appraisal? (15)

OR

Q.5 Write short notes on (Attempt any 3) (15)

- (1) Merits of organisation design
- (2) Advantages of downsizing
- (3) Methods of performance appraisal
- (4) Components of compensation structure
- (5) Role of organisation in career planning

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