

Total No. of Questions : 4]

SEAT No. :

P-5953

[Total No. of Pages : 2

[6143]-307

S.Y. B.B.A. (HRM)

305C : ORGANIZATIONAL BEHAVIOUR

(2019 Pattern) (Semester - III) (CBCS)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All Questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) Compulsory Question: (Objective Type Questions) [10]

A) Multiple Choice Questions. [5]

- i) Which of the following is an example of an *intrinsic reward*?
 - a) salary
 - b) bonus
 - c) interesting work
 - d) promotion
- ii) A Theory X manager would assume employees would _____.
 - a) like work
 - b) seek responsibility
 - c) need to be controlled
 - d) exercise self direction
- iii) Which of the following is a method of managing conflict?
 - a) supporting
 - b) cohesiveness
 - c) autonomy
 - d) compromising
- iv) In Maslow's hierarchy of needs _____, needs include security and protection from physical and emotional harm.
 - a) self-actualization
 - b) esteem
 - c) physiological
 - d) safety
- v) Physiological and safety needs are _____ needs.
 - a) higher-order
 - b) lower-order
 - c) lateral
 - d) equity

P.T.O.

B) Match the pairs : [5]

Group A

Group B

- | | |
|-----------------------------|--|
| i) Hygiene factors | a) salary |
| ii) Theory X | b) assumes employees are self-motivated and enjoy work |
| iii) Maslows Need hierarchy | c) recognition |
| iv) Motivators | d) assumes employees dislike work and require strict control |
| v) Theory Y | e) physiological needs |

Q2) Long answer questions (Any two) : [2 × 10 = 20]

- Define Organizational Behavior and explain any four models of OB.
- Explain the sources of individual and organizational resistance to change.
- What is Organizational Culture? Explain its formation in detail.
- Define conflict? Explain the different approaches to conflict management.

Q3) Write short notes on (any four) : [5 × 4 = 20]

- Group cohesiveness
- Disciplines contributing to OB
- Types of groups
- Big Five Model of personality
- Leadership styles
- Stages of group development

