

PDFZilla – Unregistered

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Total No. of printed pages = 3

BA 132102

Roll No. of candidate

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2017

M.B.A. 1st Semester End-Term Examination

ORGANISATIONAL BEHAVIOUR

(Old Regulation)

Full Marks – 100

Time – Three hours

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

Answer Question No. 1 and any six from the rest.

1. Fill in the blanks : (10 × 1 = 10)
- (a) _____ is discretionary behaviour which is not an employee's formal job requirement.
- (b) _____ is the tendency of individuals to attribute their success to internal factors.
- (c) Any relatively permanent change in behaviour that occurs as a result of experience is called _____.
- (d) Absenteeism is a _____ variable in OB.
- (e) "*Behaviour is the function of its consequence*" is proposed by _____ theory of learning.

[Turn over

- (f) _____ is a 100 question personality test that determines an individual's personality.
- (g) Drawing a general impression about an individual on the basis of single characteristic is called _____.
- (h) _____ is the study of societies to learn about human beings and their activities.
- (i) The sum total of ways in which an individual reacts and interacts with others is called _____.
- (j) _____ is a process by which individuals organise and interpret their sensory impressions in order to give meaning to their environment.
2. Define Organisational Behaviour. Explain the disciplines that contribute to the field of organisational Behaviour. Explain the basic OB Model. (2 + 8 + 5 = 15)
3. What are the main components of attitude? Explain the Cognitive Dissonance theory. What are the various job related attitudes? (5 + 5 + 5 = 15)
4. What are the various determinants of personality? Explain personality dimensions with the help of Big Five Personality Model. Describe Machiavellianism and Narcissism. (5 + 5 + 5 = 15)
5. Define Motivation with its key elements. Describe the Two Factor theory and Expectancy theory of motivation. (5 + 10 = 15)

6. Distinguish between leader and manager. Explain in detail Fiedler's Contingency Model of Leadership. (5 + 10 = 15)
7. Why do people form groups? Explain the stages of group development. Describe the concept of cohesiveness. (5 + 7 + 3 = 15)
8. Define perception. State the factors that influence perception. Identify the shortcuts individuals use in making judgement about others. (2 + 5 + 8 = 15)
9. Write short notes on the following: (5 + 5 + 5 = 15)
- (a) Kurt Lewin's Theory of change.
- (b) Organisational power and politics
- (c) Johari window