

Reg. No. :

**Question Paper Code : 10266**

M.B.A. DEGREE EXAMINATIONS, APRIL/MAY 2019.

First Semester

BA 5105 — ORGANIZATIONAL BEHAVIOUR

(Regulation 2017)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Mention the scope of organizational behaviour.
2. What are the key elements of organizational behaviour?
3. What is learning?
4. What is attitude?
5. What is group dynamics?
6. What is Proximity theory?
7. What is transformational leadership style?
8. What is charismatic power?
9. What is organizational culture?
10. Why individuals resist change?

PART B — (5 × 13 = 65 marks)

11. (a) Discuss the nature of challenges in organizational behavior.  
Or  
(b) Explain the different models of organizational behaviour.
12. (a) Explain the various determinants of personality.  
Or  
(b) Explain Herzberg's theory of motivation with example.

13. (a) Explain the various factors affecting group cohesiveness.

Or

(b) Describe the characteristics of an effective team.

14. (a) Explain Blake and Mouton's approach of leadership style.

Or

(b) Discuss the different reasons for organizational politics.

15. (a) Discuss Lewin's model of OD.

Or

(b) Discuss the different approaches to measure organizational effectiveness.

PART C — (1 × 15 = 15 marks)

16. (a) What are the major contributing disciplines to organizational behavior? Discuss the nature of relationship among different disciplines.

Or

(b) Analyse the following case and answer the questions given at the end of the case:

In the headquarters of an organisation, 'the guidelines for policy makers who communicate to the implementation level were missing. Some experienced personnel were commissioned to build up a force to help the organisation.

The approach was 'you are all experienced and you know the work-you should do it'

After four months, there was no progress. These seasoned persons were shifted and comparatively 'new blood' was infused. They were being treated as well experienced and that very little guidance was needed and hence no guidance was provided initially. Later they were given simple guidance. However a lot of concern was shown to them. One newly married lady was given a vacation initially, another short off when required. On her return, concern was expressed about their welfare and family. No questions were asked about the assignment. At the end of two months, this new blood came up with the completed work, asking for further guidance, instructions.

(i) Analyse each group's behaviour.

(ii) Why and how was the last group able to produce the result?