

## **SEMESTER-V**

### **COURSE- B.COM (HONS.)**

#### **PAPER-ORGANISATIONAL BEHAVIOUR**

##### **QUESTION BANK**

1. Explain the contributions made by various behavioural science disciplines to OB.
2. Explain the term personality. What are the factors that influence the personality of an individual?
3. Describe Type A and Type B personality.
4. Explain the theories behind attitude formation.
5. How are attitudes formed? What are the factors affecting the attitude of a person?
6. Write a short note on terminal and instrumental values.
7. "Classical conditioning connects stimulus with response while the operant conditioning connects response with stimulus."
8. Explain the various strategies for reinforcement.
9. Describe the various errors that creep in the perception process.
10. Explain the term perception. Discuss some of the general factors that influence perception.
11. How do Mc Gregor's Theory X and Theory Y of human behaviour help motivation of employees?
12. Explain Herzberg's Two Factor Theory and differentiate it from Maslow's theory of Need Hierarchy
13. "Non-financial incentives are as strong motivators as the financial ones." Critically examine this statement in the light of Maslow's and Herzberg's theories of motivation
14. Define group cohesiveness and explain the relationship between group cohesiveness and productivity.
15. Examine the role of groups in the management of change.
16. What are the causes of emergence of informal groups? How should a manager handle these groups?
17. Define group dynamics.
18. Discuss the processes of 'Group think' and 'risky shift' in group decision making.
19. Describe nominal and delphi technique of group decision making.
20. Define communication. Explain the common barriers to effective communication in an organisation.
21. Comment on the following statements;
  - a. "A successful leader is not necessarily effective."
  - b. "Leadership is situational."
22. Critically examine the different approaches to the study of the leadership behaviour. Is there one best style of leadership?
23. "Leaders are born and not made." Comment
24. Are conflicts functional or dysfunctional? Is elimination of all conflicts feasible?
25. Discuss the various sources of conflict in an organisation. Suggest techniques to resolve intergroup conflicts.

26. Explain the various quadrants in the Johari Window? How can self-awareness be increased by an individual?
27. What do you understand by stress? What are the potential sources of stress?
28. Explain why managing change is an important part of maintaining organisational effectiveness?
29. Explain the features of Organisational Climate. What factors influence the climate of an organisation? Discuss in brief
30. What are the features of organisational culture?
31. How is systems approach to organisation theory different from contingency approach? Explain.