

**SEMESTER-V**

**COURSE- B.COM (H)**

**PAPER-ORGANISATIONAL BEHAVIOUR**

**ASSIGNMENT**

**Attempt any four questions. All questions carry equal marks.**

1. Explain Mc. Gregor's Theory X and Theory Y of motivation. How far Theory Y is relevant in today's context? Give reasons for your opinion.
2. "Transformational Leadership style is receiving more attention nowadays because of the dramatic changes that many organisations are going through." In the light of this statement, explain the concept of Transformational Leadership.
3. "It is feedback that completes the process of communication." Comment.
4. Discuss the processes of 'Group think' and 'Risky Shift' in group decision-making with the help of suitable examples.
5. How does selectivity affect perception? Give an example of how selectivity can create perceptual distortion.
6. "Organisational Behaviour represents interactions among individuals, groups and the organisation." Elucidate this statement.

## **TEST-1, SET-A**

**Attempt any three questions. All questions carry equal marks.**

1. Explain the personality traits that have relevance from the point of view of Organisational Behaviour.
2. What do you understand by attitudes? Explain the components of attitudes.
3. “Reinforcement theory of learning is at the root of behaviour modification.” Examine this statement.
4. Explain Stereotyping and Attribution errors

## **TEST-1, SET-B**

**Attempt any three questions. All questions carry equal marks.**

1. What is meant by personality? How does locus of control influence the personality of an individual?
2. “Job-related attitudes are significant for understanding organisational behaviour.” Explain this statement
3. “ Behaviour is a function of its consequences.” Do you agree? Elaborate.
4. Explain the figure ground principle and Projection as a perceptual error

## **TEST-2, SET-A**

**Attempt any three questions. All questions carry equal marks**

1. What is group decision-making? Explain the Delphi technique of group decision-making.
2. Explain different barriers to communication. How will you handle them as a manager of a large organisation?
3. Short notes on any two:
  - a. Rumour
  - b. Johari Window
  - c. Group Think
4. Enumerate the assumptions of Mc Gregor's Theory X and Theory Y. Which one is applicable in India?

## **TEST-2, SET-B**

**Attempt any three questions. All questions carry equal marks**

1. What is decision-making? Describe the nominal group technique of decision-making.
2. Define feedback and explain its importance in the process of communication.
3. Short notes on any two:
  - a. Group Shift
  - b. Transactional Analysis
  - c. Semantic Barriers
4. Critically examine Maslow's "Need Hierarchy" theory of motivation.

## MULTIPLE CHOICE QUESTIONS

1. Eustress is:
  - a. Positive stress that accompanies achievement and exhilaration
  - b. Negative stress that accompanies low motivation and morale
  - c. Neutral stress that accompanies indifference
  - d. None of the above

**Ans- a**

2. In Maslow's hierarchy of needs, various needs are placed in:
  - a. Hierarchical order
  - b. Hierarchical order from most pressing to least pressing
  - c. Ascending order from lower level needs to more generic forms of needs to higher order more specific individualised needs
  - d. Hierarchical order depending upon the situation

**Ans- b**

3. Originally known as \_\_\_\_\_, B.F. Skinner was the first pioneer in the notion that we learn by observing the link between our voluntary behaviour and the consequences that follow it.
  - a. Explicit knowledge
  - b. Operant conditioning
  - c. Social identity theory
  - d. Classical Conditioning

**Ans- b**

4. If George comes to the group meeting late and you feel that he is coming late because he has a low motivation for work, it could reflect:
  - a. Self-serving bias
  - b. Fundamental attribution error
  - c. Anchoring error
  - d. Halo effect

**Ans- b**

5. A relatively permanent change in an employees' knowledge or skill that results from experience:
  - a. Learning
  - b. Expertise
  - c. Reinforcement
  - d. Decision-Making

**Ans- a**

6. \_\_\_\_\_ is being performed when a consequence is removed when someone acts in an undesirable way
  - a. Extinction

- b. Punishment
- c. Negative Reinforcement
- d. Positive reinforcement

**Ans- a**

7. The notion that decision makers simply do not have the ability or resources to process all available information and alternatives to make an optimal decision refers to:
- a. Heuristics
  - b. Bounded Rationality
  - c. Projection bias
  - d. Selective perception

**Ans- b**

8. \_\_\_\_\_ embodies a team concept, is based on the principle of mutual contribution by employer and employees:
- a. Autocratic model
  - b. Collegial model
  - c. Custodial model
  - d. Supportive model

**Ans- b**

9. In present context, challenge for OB is:
- a. Employee expectation
  - b. Workforce Diversity
  - c. Globalisation
  - d. All of the above

**Ans- d**

10. Mc Gregor's theory X and theory Y refers to:
- a. Certain descriptions of human behaviour which can be used as a help to manage human resource of the organisation
  - b. Various motivators and de-motivators that a manager can use for his employees to get his work done
  - c. Lower level and higher level needs of the individual
  - d. Negative and positive views on human behaviour which can help the manager in deciding about appropriate motivational programmes for their subordinates.

**Ans- d**