

Total No. of Questions : 4]

SEAT No. :

PB-1414

[Total No. of Pages : 2

[6225]-307

S.Y. B.B.A.

Organisational Behaviour

(2019 Pattern) (Semester - III) (305 C HRM)

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]

- 1) refers to gradual changes in the operational goals of the organization.
 - a) Structural change
 - b) Incremental Change
 - c) Strategic Change
 - d) Process Oriented Change
- 2) Hertzberg theory of motivation is based on employee
 - a) needs
 - b) opportunities
 - c) satisfaction
 - d) criticism
- 3) What is 'O' in S-O-B-C model of human behaviour?
 - a) Obligation
 - b) Onset
 - c) Organism
 - d) Opinion
- 4) Which one is a discipline of Organisational behaviour that deals with study of societies.
 - a) Psychology
 - b) Sociology
 - c) Anthropology
 - d) Geology

P.T.O.

- 5) Which of the three stages make up Lewin's change model?
- unfreezing, implementing, refreezing
 - unfreezing, changing, refreezing
 - defrosting, implementing, cementing
 - defrosting, changing, refreezing

B. Match the pairs:

[5]

- | <u>Group A</u> | <u>Group B</u> |
|---------------------|---|
| 1) Cohesion - | a) number of members in a group, influencing group's dynamics and performance |
| 2) Group Norms - | b) Group members prioritizing consensus and harmony over personal thinking |
| 3) Social Loafing - | c) Shared expectations or rules about how group members should behave |
| 4) Group Size - | d) Individuals tend to exert less effort in groups than when working alone |
| 5) Groupthink - | e) The degree of attraction among group members |

Q2) Long answer questions (Any One)

[10 × 1 = 10]

- Define Personality and explain the determinants of personality.
- Explain Maslow's Need Hierarchy Theory.

Q3) Long answer questions (Any One)

[10 × 1 = 10]

- Why are Groups formed? Explain the stages of Group development.
- Define Change. Explain the different forces for change in an organization.

Q4) Write short notes on (any four):

[5 × 4 = 20]

- Big Five Model of personality
- Stages of group development
- Modern View of Conflict
- Frustration Model of Conflict
- Type A and Type B personality
- Elements of Organizational Culture

