

MASTER OF COMMERCE
SECOND SEMESTER
ORGANIZATIONAL THEORY & BEHAVIOUR
MCM-202

Duration : 3 hrs.

Full Marks: 70

[PART-A: Objective]

Time : 20 min.

Marks : 20

Choose the correct answer from the following:

1X20=20

- The concept of Organizational Behaviour is extracted from which of the following discipline(s):
 - History
 - Psychology
 - Geography
 - None of these
- Which of the following is not a management principle?
 - Order
 - Discipline
 - Equity
 - Cooperation
- The objective(s) of OB includes:
 - To describe the actions and reactions of individuals and groups in the system as they interact with each other in the course of their working day
 - To describe the role of capital and location
 - To describe the role of man and machine
 - None of these
- All of the following aspects are considered in the ambit of OB, except____
 - Interpersonal communication
 - International influences
 - Group structure and process
 - Leadership
- Which variable(s), among the following, is(are) considered as demographic variable of an individual?
 - Age
 - Gender
 - Native place
 - All of these
- Who among the following propounded the trait theory?
 - Maslow and Rogers
 - Gordon Allport
 - Sigmund Freud
 - Kretschmer and Sheldon and Jung
- Myers-Briggs Type Indicator is an extension of the theory propounded by____
 - Maslow
 - McGregor
 - Carl Jung
 - Gordon Allport
- Content theory of Motivation include____
 - Adam's Equity theory
 - Vroom's Expectancy theory
 - Reinforcement theory
 - McClelland's Need theory

9. MESO organization behaviour is related with:
- Individual behaviour
 - Group behaviour
 - Organizational behaviour
 - None of these
10. Groups created by managerial decision in order to accomplish stated goals of the organization are called _____ group
- Formal
 - Informal
 - Task
 - Interest
11. _____ is the attractiveness of the members towards the group or resistance to leave it
- Group norms
 - Group cohesiveness
 - Group communication
 - Group structure
12. Which perspective is considered as an important aspect of group dynamics
- Human Relations Approach
 - Scientific Management
 - Contingency Approach
 - Hawthorne Effect
13. The conflict management style which refers to cooperative but unassertive behaviour is known as _____
- Accommodating style
 - Working style
 - Cooperative style
 - None of these
14. Which of the following view states that all conflict should be avoided?
- Human relations
 - Interactionist
 - Peace
 - Traditional
15. Which of the following is a method of conflict management?
- Competing
 - Collaborating
 - Accommodating
 - All of these
16. _____ forms of conflict support the goal of the group and improve its performance
- Dysfunctional
 - Concordant
 - Functional
 - Relationship
17. In which kind of leadership, there is complete centralization of authority in the hands of the leader?
- Democratic
 - Autocratic
 - Free rein
 - Bureaucratic
18. "Might is right" is the motto of _____
- Autocratic model
 - Custodial model
 - Supportive model
 - Collegial model
19. The _____ leadership style is an expression of the leaders's trust in the abilities of his subordinates
- Participative
 - Delegative
 - Authoritarian
 - None of these

20. The two dimensions of leadership which emerged from Leader Behaviour Description Questionnaire were 'consideration' and '_____':

- a. Energizing
- b. Initiating structure
- c. Deliberate
- d. Commanding

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(PART-B : Descriptive)

Time: 2 HRS 40 MINS

Marks : 50

[Answer question no.(1) & any four (4) from the rest]

1. Mention the ethical issues related to OB. Support your answer with suitable examples. 10
2. Elucidate how OB is related to other disciplines. 10
3. What is personality? Highlight the Trait theory of personality. 3+7=10
4. **Write Short notes:** 5+5=10
 - i. Job satisfaction
 - ii. MBIT test of personality
5. Discuss the stages of group development. 10
6. Elucidate the concept of group dynamics. Highlight the different properties of a group. 3+7=10
7. What is organizational conflict? Explain the different types of organizational conflict. 3+7=10
8. What is meant by organizational politics? Mention the factors contributing to political behaviour. 4+6=10

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