

I.P

October 2006

Time: 3 Hours

Marks: 100

NB:

1. Attempt any five questions.
2. Figures to the **right** indicate **full** marks.

Q.1(a) Explain in brief (any **three**):- **15**

- (1) Behavioural bias.
- (2) Contingency Approach.
- (3) Characteristics of OB field.
- (4) Motivation Behaviour.
- (5) Law of Individual Differences.
- (6) Role of Structure in OB.

(b) Write short note on (any **one**):- **5**

- (i) Organizational goals.
- (ii) Organizational forces.

Q.2 (a) State whether the following statements are **True** or **False** and give reasons for the same (any three):- **15**

- (i) The key to better communication is quantity and not quality.
- (ii) For effective communication, managers must develop a positive communication attitude.
- (iii) Actions have no meaning.
- (iv) Credibility gaps cause problems in effective communication.
- (v) Words do not provide meaning but people do.
- (vi) Rumours always give correct information.

(b) Write short note on (any **one**):- **5**

- (i) Communication Needs.
- (ii) Communication Barriers.

Q.3 Define work motivation and explain the nature of work motivation. Discuss goal-setting theory of motivation. **20**

Q.4 (a) Give reasons for the following statements.(any **three**):- **15**

- (i) Appraisal interviews can be threatening for many managers.
- (ii) The 360 degree feedback works best when an individual's self assessments matches with others assessment of them.

(iii) Incentives linking pay with performance can be advantageous as well as disadvantageous.

- (iv) Profit-Sharing recognize mutual interests.
- (v) Skill based pay rewards individual for what they know how to do.

- (vi) Money provides social as well as economic value.
- (b) Write a short note on (any **one**):- **5**
- (i) The Appraisal Interview.

(ii) Nature of Attribution.

Q.5 Describe Managerial Grid and path goal model of leadership. **20**

Q.6 (a) Give reasons for the following statements(any **three**):- **15**

- (i) Work moods of employees are important to managers.
- (ii) Employees feelings about their jobs are highly dynamics.
- (iii) Managers must increase the job involvement of the employees
- (iv) Satisfaction performance relationship is very complex.
- (v) Organizational commitment indicates loyalty of the employees.
- (vi) Surveys have many benefits.

(b) Write short note on (any **one**):- **5**

- (i) Changing employee attitude.
- (ii) Types of survey questions.

Q.7 (a) State whether the following statements are **True** or **False** and give reasons for the same (any three):- **15**

- (i) Some conflicts are destructive at the intergroup level.
- (ii) 'Lose-Win' is the preferred out come.
- (iii) Avoiding is the best ways of solving conflicts.
- (iv) Employees respond in three ways to the manager's use of different power bases.
- (v) Legitimate power comes from higher authority.
- (vi) Organizational politics helps to accomplish personal goals at work.

(b) Write a short note on (any **one**):- **5**

- (i) Stroking.
- (ii) Tactics used to gain political power.

Q.8 How do the informal organizations emerge? Explain the potential outcomes of formal group processes. **20**

Q.9 (a) Explain briefly (any **three**):- **15**

- (i) Linking pin model.
- (ii) Super ordinate goal.
- (iii) Problems in teams.
- (iv) Cross functional teams.
- (v)) Project manager.
- (vi) Characteristics of mature teams.

(b) Write a short note on (any **one**):- **5**

- (i) Feedback.
- (ii) Social loafing.

Q.10 Explain the functions and types of counseling. **20**