

**MASTER OF COMMERCE
SECOND SEMESTER [REPEAT]
ORGANIZATIONAL THEORY AND BEHAVIOUR
MCM – 202**

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 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:
 - a. Individual behaviour
 - b. Group behaviour
 - c. Organizational behaviour
 - d. None of these
10. Groups created by managerial decision in order to accomplish stated goals of the organization are called _____ group
 - a. Formal
 - b. Informal
 - c. Task
 - d. Interest
11. _____ is the attractiveness of the members towards the group or resistance to leave it
 - a. Group norms
 - b. Group cohesiveness
 - c. Group communication
 - d. Group structure
12. Which perspective is considered as an important aspect of group dynamics?
 - a. Human Relations Approach
 - b. Scientific Management
 - c. Contingency Approach
 - d. Hawthorne Effect
13. The conflict management style which refers to cooperative but unassertive behaviour is known as _____
 - a. Accommodating style
 - b. Working style
 - c. Cooperative style
 - d. None of these
14. Which of the following view states that all conflict should be avoided?
 - a. Human relations
 - b. Interactionist
 - c. Peace
 - d. Traditional
15. Which of the following is a method of conflict management?
 - a. Competing
 - b. Collaborating
 - c. Accommodating
 - d. All of these
16. _____ forms of conflict support the goal of the group and improve its performance.
 - a. Dysfunctional
 - b. Concordant
 - c. Functional
 - d. Relationship
17. In which kind of leadership, there is complete centralization of authority in the hands of the leader?
 - a. Democratic
 - b. Autocratic
 - c. Free rein
 - d. Bureaucratic
18. "Might is right" is the motto of _____.
 - a. Autocratic model
 - b. Custodial model
 - c. Supportive model
 - d. Collegial model
19. The _____ leadership style is an expression of the leaders's trust in the abilities of his subordinates.
 - a. Participative
 - b. Delegative
 - c. Authoritarian
 - d. 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

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

1. What is personality? Highlight the Trait theory of personality. 3+7=10
2. Elucidate how OB is related to other disciplines. 10
3. What is meant by perception? Narrate the process involved in development of perception. 3+7=10
4. Short notes: 5+5=10
 - i. Job satisfaction
 - ii. MBIT test of personality
5. Discuss the stages of group development. 10
6. Write in detail about any two leadership styles. 5+5=10
7. What is organizational conflict? Explain the different types of organizational conflict. 3+7=10
8. What is negotiation? Discuss the stages involved in negotiation process. 3+7=10

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