

BACHELOR OF COMMERCE [HONS]
FIFTH SEMESTER
ORGANIZATIONAL BEHAVIOUR
BCM- 504B6

**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

- Which of the following is not one of the traits mentioned in the Big 5 Personality trait?
a. Creativity
b. Conscientiousness
c. Agreeableness
d. Neuroticism
- Which personality trait represents a range between extreme extraversion and extreme introversion?
a. Agreeableness
b. Conscientiousness
c. Openness
d. Emotional stability
- The concept "Leadership motivates the people to work and not the power of money" is related to _____.
a. Autocratic model
b. Custodial model
c. Supportive model
d. Collegial model
- Which of the following forms the basis for the autocratic model of OB?
a. Obedience
b. Authority
c. Power
d. Dependence on boss
- Job related attitudes defined by Stephen Robbins have direct relationship with _____.
a. Performance
b. Behaviour
c. Satisfaction
d. Commitment
- _____ is a study of man, his work and culture.
a. Anthropology
b. Psychology
c. Social psychology
d. Sociology
- In Vrooms expectancy theory, expectancy indicates _____.
a. Probability of achieving the expected outcome
b. Accounting
c. Award
d. Advancement
- The key focus of Ken Thomas theory include:
a. Extrinsic reward
b. Internal needs and desires
c. Social recognition
d. Achievement of external goals
- Johari Window emphasizes the importance of:
a. Self reflection and introspection
b. Assertive communication
c. Active listening
d. All of these

10. Transactional Analysis was propounded by:
 - a. Eric Berne
 - b. Thomas A. Harris
 - c. Muriel James
 - d. Dorothy Jangeward
11. The extent to which power and authority are retained at the top is as _____.
 - a. Decentralization
 - b. Centralization
 - c. Responsibility
 - d. Accountability
12. The transmission of thought from one person to another is called _____.
 - a. Communication
 - b. Controlling
 - c. Consultation
 - d. Organizing
13. _____ is a leadership style that allows the subordinates to work with minimum supervision.
 - a. Transactional
 - b. Transformational
 - c. Laissez fair
 - d. Charismatic
14. _____ is the approach to the study of leadership which emphasise the personality of the leader.
 - a. Contingency theory
 - b. Group theory
 - c. Trait theory
 - d. Inspirational theory
15. _____ used the terms "employee-centred" and "production-centred" to describe leader behavior.
 - a. Blake and McCanse
 - b. Fiedler
 - c. McGregor
 - d. Likert
16. Contingency theories of leadership based upon:
 - a. That there is no single style of leadership appropriate to all situations
 - b. That there is a single style of leadership appropriate to all managers
 - c. That there is a single style of leadership appropriate to all situations
 - d. None of the above
17. When any third party helps multiple other parties in order to resolve the conflicts they are facing, it is known as:
 - a. Mutation
 - b. Mediation
 - c. Cooperation
 - d. None of the above
18. Which of these is the result of the multiplication of expectancy and valence according to Vroom's theory?
 - a. Organisation
 - b. Delegation
 - c. Management
 - d. Motivation
19. A manager's role changes from a leader's position to a partner's position in which of these types of organisations?
 - a. Autocratic
 - b. Collegial
 - c. Supportive
 - d. Custodial
20. A mismatch between a personality and its organisation may lead to:
 - a. Members in an organisation will have a loss of interest
 - b. Low job satisfaction and morale
 - c. Chaos and confusion
 - d. All of the above

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

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| 1. What is Organizational Behaviour? Discuss how different disciplines that contributes to the development of Organizational Behaviour. | 4+6=10 |
| 2. Discuss the process of perception-development. | 10 |
| 3. What is Organisational Behaviour? Discuss briefly which are the disciplines that has contributed to the development of Organisational Behaviour. | 3+7=10 |
| 4. Write a detailed note on Johari Window. | 10 |
| 5. What is motivation? State Equity theory of motivation. | 4+6=10 |
| 6. State a note highlighting the concept of conflict. Discuss the key sources of conflict. | 5+5=10 |
| 7. Discuss the meaning and concept of leadership. Narrate briefly the different types of leadership styles. | 4+6=10 |
| 8. What is Organisational culture? Discuss the causes of organizational stress. | 3+7=10 |

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