M.Com 2nd Semester Final Examination, 2021

ORGANISATION BEHAVIOUR

Paper: COM 2026

Time:3 hours   **Marks :80**

1.   Answer *any eight* questions from the following within 50-75 words each: (5x8=40)

   i.   Why is it important for managers to have an understanding of organizational behaviour?   5

  ii.   What is locus of control and how is it related to work life behaviour of an individual?   (2+3=5)

 iii.   Describe how organizations can use information about Introversion and Extroversion to understand and manage its employees better?   5

 iv.   Define the concept of transfer learning. In an organization, what are the obstacles that come in the employees' way of effective learning?   (2+3=5)

  v.   How does stereotyping affect the perception about an employee? Give suitable examples.   5

 vi.   *"Group Dynamics can influence organizational performance"* Discuss.   5

 vii.   Does behaviour always follow from attitude? Justify your answer.   5

viii.   Why is it necessary for an organization to introduce change? Briefly describe the forces of change.

(3+2=5)

 ix.   Define reinforcement. What are the various types of reinforcement? Give examples.   (1+4=5)

  x.   You work in a particular organization and you have to get a project completed. In this regard, state with proper reasons as to whether you will form a group or a team?   5

2.   Answer *any four* questions from the following(within 100-150 words each)   (10x4=40)

  I.   What are the factors that create and sustain the organization culture? Give appropriate examples. 10

 II.   Discuss the central tenets of behavioral theories of leadership.   10

III.   *"Personality of an individual is influenced both by inherited and environmental factors."* Comment. Also discuss the principles of social learning theory.   (4+6=10)

IV.   What role does culture play in organizations? Describe the cultural dimensions given by Hofstede by highlighting how this influences the culture of a workplace.   (2+8=10)

 V.   Why do you think is it important to promote ethical behaviour in organizations? Give two examples in the Indian context which has necessitated organizations to maintain a code of ethics.   (6+4=10)

VI. *"The way a team plays as a whole determines its success"*. In this regard, describe how group cohesiveness can help in achieving organizational efficiency. Also highlight the factors which influence the cohesiveness of members in a group. (5+5=10)

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