14 (COM-2) 2026 ORBH

2018

ORGANISATION BEHAVIOUR

Paper : 2·7/COM-2026

(New and Old Course)

Full Marks : 80

Time : Three hours

The figures in the margin indicate full marks for the questions.

Answer Question Nos. **1** & **2** and **any five** from Q. No. **3**.

1. Choose the correct option of the following questions : 1×5=5

    (i) What do we call it when we judge someone on the basis of our perception ?

        (a) Stereotyping

        (b) Categorizing

        (c) Halo effect

        (d) Proto typing.

(ii) What role did the meat play in Pavlov's experiment with dogs ?

    (a) an unconditioned response

    (b) a conditioned response

    (c) a conditioned stimulus

    (d) an unconditioned stimulus.

(iii) _____ is an attempt through a formal program to integrate employees' needs and well being with the intention of improved productivity, better involvement and satisfaction.

    (a) Quality of work life

    (b) Quality circle

    (c) Alternative work schedule

    (d) Job Redesign.

(iv) _____ is a set of values that states what an organisation stand for.

    (a) Organisation Behaviour

    (b) Organisation Culture

    (c) Organisation Spirit

    (d) Organisational Effectiveness.

(v) The group formed by an organisation to accomplish narrow range of purposes within a specified time.

    (a) Formal Group

    (b) Task Group

    (c) Interest Group

    (d) Functional Group.

2. Write short notes on : *(any five)*   5×5

    (a) Impression Management

    (b) Perceptual Selectivity

    (c) Hofstede's Cultural dimension

    (d) Organisational Culture

    (e) Various stages of Group development

    (f) Barriers to learning

    (g) Social Loafing.

3. *(i)* Define Organistion Behaviour. How does work force diversity pose a challenge in today's organizational structure ? Discuss.   2+8=10

(ii) What is attribution theory? What are its implications for explaining organisational behaviour?

$$3+7=10$$

(iii) What are the key elements of Goal-Setting theory of motivation? Discuss the similarities and differences between goal setting theory and management by objectives.

$$6+4=10$$

(iv) What are the major personality traits that managers should possess in order to understand workplace behaviour?

10

(v) Explain the relevance of Power and Politics in an organisation. Illustrate the different types of Goal Conflict with examples from organisational context.

$$5+5=10$$

(vi) Elucidate the difference between the Classical and Operant conditioning theories of learning.

10

(vii) Explain the emerging issues and challenges of Organisational Behaviour in present day business context.

10

1000