

2017

Time : 3 hours

Full Marks : 70

Candidates are required to give their answers in their own words as far as practicable.

The questions are of equal value.

Answer all questions.

1. What do you understand by Organizational Behavior ? Explain the disciplines that contribute to Organizational Behaviour.
2. Define Learning. How Learning occurs ? Explain, in brief, difference between classical conditioning and operant conditioning.
3. "Motivation is the core of management" Comment. Compare and contrast Maslow's need Hierarchy Theory with the Herzberg's two factor theory of motivation.

4. What is personality ? What are its determinants ?
Which of them are more important in shaping personality ?
5. What is a group in Organizational Behaviour ?
Describe the stages in group development.
Can group become teams ?
6. What is leadership ? What are the major arguments of the trait based approach to leadership ?
7. How to create and maintain workplace culture ?
What are the prevalent and new options for Organizational Designs ?
8. Write short notes any **two** of the following :
 - (a) MBTI
 - (b) Behavioural theories
 - (c) Job satisfaction
9. You are a CEO of Multi Unit Company. In one of your units performance has been declining rapidly for the last six months, although the unit head is a committed manager, he cannot do much,

because according to him, even though the managers individually are responsible, they lack some technical computer knowledge, and they do not function as a team.

What are the Organizational Behaviour challenges involved in this and what will you do ?

10. You are a manager who wants to improve performance in your team. With reference to two different theories, explain how an understanding of personality might help you practically.

