

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MA DEGREE EXAMINATION DECEMBER 2023
(Third Semester)

Branch – ECONOMICS

MAJOR ELECTIVE COURSE – I:
ORGANIZATIONAL BEHAVIOUR

Time: Three Hours

Maximum: 50 Marks

SECTION-A (5 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (5 x 1 = 5)

- 1 What is one of the key principles of Fayol's administrative management theory?
(i) Scientific management (ii) Bureaucratic structure
(iii) Division of labor (iv) Hawthorne effect
- 2 In operant conditioning, what type of consequence is used to strengthen a behaviour?
(i) Neutral consequence (ii) Punishing consequence
(iii) Reinforcing consequence (iv) Irrelevant consequence
- 3 Which type of group focuses on accomplishing a specific task or goal and then disbanding?
(i) Informal group (ii) Support group
(iii) Project team (iv) Social group
- 4 Trait theories of leadership emphasize:
(i) Situational factors (ii) Innate qualities
(iii) Rewards and punishments (iv) Group dynamics
- 5 In a bureaucratic organizational culture, what is typically emphasized?
(i) Flexibility and innovation
(ii) Hierarchical structures and rules
(iii) Employee autonomy and creativity
(iv) Informal communication and teamwork

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks (5 x 3 = 15)

- 6 a Why is a solid understanding of organizational behaviour crucial for fostering a positive and productive workplace culture?
OR
b What impact did scientific management have on organizational behaviour?
- 7 a Explain the connection between social learning theory and employee behaviour and performance in the organizational context.
OR
b What are the primary target factors influencing perception in organizational behaviour?
- 8 a Explain the evolution and effectiveness of groups in organizational behaviour.
OR
b Explain the influence of group processes on decision-making within organizational behaviour.

Cont...

- 9 a What is the impact of ability-based rewards on employee motivation and performance in the workplace?
OR
- b What are the attributes and challenges of contemporary leadership in organizational behaviour?
- 10 a What characterizes a clan culture in organizational behaviour?
OR
- b What is the impact of workplace empowerment on organizational success?

SECTION -C (30 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a Discuss the influence of the evolving scope of organizational behaviour on workplace performance and employee well-being.
OR
- b Apply Hawthorne Experiment insights to improve contemporary employee motivation and productivity.
- 12 a Analyze how classical conditioning principles shape employee behaviour in organizational settings with real-world examples.
OR
- b Discuss the application of perceptual selectivity in organizations to enhance multicultural communication and collaboration.
- 13 a How do different organizational groups impact communication, decision-making, and overall performance? Provide examples.
OR
- b Utilize the knowledge of structural dimensions in groups to enhance organizational effectiveness, fostering collaboration and goal achievement.
- 14 a Discuss how can equity theory be applied to address dissatisfaction with a new bonus system and create fairness at work.
OR
- b Analyze the effectiveness of inspirational leadership approaches in motivating teams providing real-world examples to illustrate your points.
- 15 a How can organizations appraise and evaluate their current organizational culture to assess and categorize the existing resistance to change?
OR
- b How can organizations use various power bases to influence and manage their workforce effectively?

Z-Z-Z

END