

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MSc DEGREE EXAMINATION MAY 2024
(Second Semester)

Branch - APPLIED PSYCHOLOGY

ORGANISATIONAL BEHAVIOUR

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

| Module No | Question No. | Question | K Level | CO |
|-----------|--------------|---|---------|-----|
| 1 | 1 | What is the primary meaning of the organization structure? a) The exact designated position of spaces and departments in an organization b) The policies created & implemented by firm c) The way different resources are distributed d) The manner in which activities are controlled and performed in a simplified manner | K1 | CO1 |
| | 2 | Name the person behind Hawthorne studies. a) Elton Mayo b) Abraham Maslow c) Helen Mayo d) Frederick Taylor | K2 | CO1 |
| 2 | 3 | Which dimension of Big 5 personality traits represents artistically sensitive, refined etc.? a) Culture b) Emotional stability c) Extroversion d) Conscientiousness | K1 | CO2 |
| | 4 | What term is used for the extent to which an individual displays different behaviours in different situations? a) continuity b) integrity c) flexibility d) distinctiveness | K2 | CO2 |
| 3 | 5 | Who introduced the Path-goal model of leadership? a) Martin Evans & Robert House b) Whetton c) Cameron d) Fred Fielder | K1 | CO3 |
| | 6 | Which of the following is NOT organizational factor causing stress? a) Task demand b) Role demand c) Role conflict d) Satisfaction | K2 | CO3 |
| 4 | 7 | Which of the following method is NOT used to solve intergroup conflicts indirectly? a) Avoidance b) Encouragement c) Bargaining d) Motivation | K1 | CO4 |
| | 8 | What do we call it when we judge someone on the basis of our perception? a) Categorizing b) Stereotyping c) Halo effect d) Prototyping | K2 | CO4 |
| 5 | 9 | According to Kurt Lewin, which of the following is NOT a stage in the change process? a) changing b) unfreezing c) refreezing d) restraining | K1 | CO5 |
| | 10 | Which of the following terms is NOT included in the definition of organizational culture? a) Sensible procedures b) Ways of interacting c) Thinking of organizational members d) Beliefs and values | K2 | CO5 |

Cont...

SECTION - B (35 Marks)Answer **ALL** questions**ALL** questions carry **EQUAL** Marks

(5 × 7 = 35)

| Module No | Question No. | Question | K Level | CO |
|-----------|--------------|---|---------|-----|
| 1 | 11.a. | Illustrate the historical evolution of organizational behavior. | K3 | CO1 |
| | (OR) | | | |
| | 11.b. | Explain the basic principles of scientific management. | | |
| 2 | 12.a. | Explain the barriers to perceptual process. | K3 | CO2 |
| | (OR) | | | |
| | 12.b. | Appraise how the moods and emotions affect the work in an organization. | | |
| 3 | 13.a. | Analyse the importance of trust at work place. | K4 | CO3 |
| | (OR) | | | |
| | 13.b. | Compare path-goal theory and leader-member exchange theory. | | |
| 4 | 14.a. | Discuss the stages of group development. | K4 | CO4 |
| | (OR) | | | |
| | 14.b. | Analyze some of the common decision biases or errors that people make. | | |
| 5 | 15.a. | Explain key elements in Lewin's model and define organizational change. | K5 | CO5 |
| | (OR) | | | |
| | 15.b. | Explain how employees learn organizational culture. | | |

SECTION -C (30 Marks)Answer **ANY THREE** questions**ALL** questions carry **EQUAL** Marks

(3 × 10 = 30)

| Module No | Question No. | Question | K Level | CO |
|-----------|--------------|--|---------|-----|
| 1 | 16 | Analyze the principles of illumination experiments and define organizational behaviour. | K4 | CO1 |
| 2 | 17 | Discuss Daniel Coleman's competency framework. | K4 | CO2 |
| 3 | 18 | Compare similarities and differences between reinforcement theory and goal setting theory. | K4 | CO3 |
| 4 | 19 | Explain how group cohesion, social loafing, and collective efficacy affect groups. | K5 | CO4 |
| 5 | 20 | Elaborate on types of organization culture. | K5 | CO5 |