

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

PGDHRM DEGREE EXAMINATION MAY 2024
(Second Semester)

Branch – DIPLOMA IN HUMAN RESOURCE MANAGEMENT

ORGANIZATIONAL BEHAVIOUR & ORGANIZATIONAL DEVELOPMENT

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	According to the rational model of organizational behavior, decision-making is primarily based on: a) Emotional impulses b) Social influences c) Intuitive judgments d) Logical analysis and reasoning	K1	CO1
	2	Organizational behavior mainly focuses on understanding a) Individual employees' personal lives b) Interactions between organizations and the external environment c) How organizations can be more profitable d) Human behavior within organizational settings	K2	CO1
2	3	Which of the following theorists is associated with the psychodynamic theory of personality? a) Albert Bandura b) B.F. Skinner c) Sigmund Freud d) Carl Rogers	K1	CO2
	4	What is the primary focus of operant conditioning theory? a) Classical conditioning b) Rewards and punishments c) Unconscious drives d) Genetic predispositions	K2	CO2
3	5	Which of the following organizational structures is characterized by a strong emphasis on specialization and efficiency? a) Network structure b) Flat structure c) Functional structure d) Hybrid structure	K1	CO3
	6	Which of the following is NOT a factor influencing group cohesion? a) Group size b) Similarity of group members c) Task difficulty d) Group hierarchy	K2	CO3
4	7	What concept refers to the phenomenon where individuals in powerful positions tend to surround themselves with people who agree with them? a) Groupthink b) Confirmation bias c) Social loafing d) Impression management	K1	CO4
	8	Which leadership style emphasizes building strong relationships with team members, prioritizing their development and well-being? a) Authoritarian leadership b) Bureaucratic leadership c) Servant leadership d) Strategic leadership	K2	CO4
5	9	How does job satisfaction affect employee performance? a) Job satisfaction has no impact on employee performance b) Higher job satisfaction leads to lower performance c) Higher job satisfaction is positively correlated with higher performance d) Job satisfaction only affects employee performance in certain industries	K1	CO5
	10	Which of the following is NOT a factor contributing to organizational effectiveness? a) Strong leadership b) Clear communication channels c) Micromanagement d) Employee empowerment	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.	Explain on the nature and importance of Organisational behaviour	K2	CO1
		(OR)		
	11.b.	Discuss on any one model of Organisational behavior.		
2	12.a.	Discuss on the various factors influencing personality	K2	CO2
		(OR)		
	12.b.	Explain the types of Motivation.		
3	13.a.	What is group dynamics? Examine its influence on Organisation development.	K4	CO3
		(OR)		
	13.b.	Analyze the importance of interpersonal relationship in the Human Resource Management.		
4	14.a.	Explain the leadership styles.	K3	CO4
		(OR)		
	14.b.	Discuss on the importance of power structure in an organization.		
5	15.a.	Inspect the determinants of job satisfaction.	K2	CO5
		(OR)		
	15.b.	Distinguish proactive and reactive change.		

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	Discuss on the scope of organizational behavior in the Human resource Management.	K2	CO1
2	17	Applying learning process explain the organization behavior modification.	K4	CO2
3	18	Explain the decision making techniques.	K2	CO3
4	19	Elucidate on any two leadership theories.	K3	CO4
5	20	Analyzing the approaches of organizational effectiveness draft a strategy for achieving organizational goals.	K4	CO5

Z-Z-Z

END