

TYMCA

ORGANIZATIONAL BEHAVIOR
(ELECTIVE II)(2008 course)

May-2013

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) Answers to the two sections should be written in separate answer books.
- 3) Neat diagrams must be drawn wherever necessary.
- 4) Figures to the right side indicate full marks.
- 5) Assume Suitable data if necessary.

SECTION I

Q1) Explain in brief individual group and organizational variables in the OB model, presented by Robbins. [11]

OR

Q2) a) Explain in brief Autocratic model of Organizational Behavior. [5]
b) In detail explain Goal setting and Reward system. [6]

Q3) a) Do you think competition and conflict are different? Explain. [6]
b) How are opportunities, constraints, and demands related to stress? Give an example of each. [6]

OR

Q4) a) Analyze the application of Maslow's and Herzberg's theories to an Indian nation where more than a quarter of the population is unemployed. [8]
b) What is the role of self-efficacy in goal setting? [4]

Q5) a) Explain various ways of improving team effectiveness in an Organization. [6]
b) What is Conflict? Under what conditions might conflict be beneficial to a group? [6]

OR

Q6) a) Define the term Group Dynamics. When do groups make better decisions than individuals? [6]
b) Contrast self-managed and cross-functional teams. [6]

SECTION II

Q7) a) Write short note on Organizational design. [6]
b) Define Leadership and explain importance of leadership to the organization. [6]

OR

Q8) Explain in detail Fiedler's contingency model and Path Goal theory. [12]

Q9) a) Explain the conflict process model. Also how conflicts can be minimized. [7]
b) "Resistance to change is an irrational response." Do you agree or disagree? [5]

OR

Q10) a) Compare traditional Vs Modern view of conflict. [7]
b) What type of structure works best with an innovation strategy, Cost-minimization strategy and imitation strategy? [5]

Q11) a) Explain various aspects of Quality? What is Total Quality Management? What are the benefits of TQM? (11)

OR

Q12) a) Explain the Objectives and steps involved in Re-engineering. (5)

b) Write a short note on: (6)

1. Bench marking
2. Learning Organization

