

Course No:207
MM: 100

Course Title:Individual and Group behavior in Organisations
Time:3 Hrs

Section A

All questions are compulsory Each question carries 1 mark. Attempt on separate sheet

1. A generalization about a group of people
a) Stereotype b) First Impression c) Projection d) None of the above
2. Discretionary behavior that is not a part of employee's formal job requirement but nevertheless promotes the effective functioning of the organisation
a) Individual differences b) Organisational Citizenship Behaviour
c) Personality d) None of the above
3. A psychological tendency expressed by evaluating an entity with some degree of favour or disfavor
a) personality b) Psychology c) attitude d) None of the above
4. $B=f(P,E)$ this equation was given by
a) Lewin b) Taylor c) Likert d) None of the above
5. Gordon Allport supported the _____ theory of personality
A) Trait theory B) Integrative Theory c) Supportive theory D) None of the above
6. The opinion or belief segment of an attitude
A) Cognitive component B) Stress C) Affective Component D) Stimulus
7. The degree to which a person identifies with a job, actively participates in it, and considers performance important to self-worth.
a) job involvement b) psychological empowerment
c) Both of the above d) None of the above
8. A Leader's use of personal abilities and talents in order to have profound and extraordinary effects on followers
a) Transformation leadership b) thought Leadership
c) charismatic leadership d) None of the above
9. A healthy constructive disagreement between two or more people
a) functional conflict b) Dysfunctional conflict
c) Diagnosing Conflict d) None of the above
10. The assumption that employees dislike work, are lazy, dislike responsibility and must be coerced to perform
a) Theory X b) Theory Y c) Ethnocentric d) None of the above

Section B

Attempt any five questions. Each question carries 6 marks

Q11. Explain the conceptual framework for understanding human behavior in organisations

- Q12. Explain the concept of Intelligence
Q13. Elaborate the concept of Johari window
Q14. Describe the concept of teams and the effectiveness in teams
Q15. Write a short note on difference between leadership and management
Q16. Discuss the various types of organizational conflicts.
Q17. Explain the concept of new peoples' management.
Q18. Write a note on corporate governance

Section C

Attempt one question from each unit each question carries 12 marks.

UNIT I

- Q19. Discuss the concept of Interpersonal Effectiveness and Self Growth in detail.
Q20. What is meant by job satisfaction? Explain in detail

UNIT II

- Q21. Explain the Intervention techniques of understanding behaviour
Q22. What is meant by Collaboration? Explain the process of group formation. Explain the dynamics of individual in a group.

UNIT III

- Q23. How are groups formed? Explain the process of group decision making.
Q24. Explain the causes of stress? Discuss the coping strategies.

UNIT IV

- Q25. Explain the Contingency theory of leadership. Which style of leadership is best in the present scenario? Explain by giving reasons.
Q26. Write a detailed note on approaches and management of Organisational conflict.

UNIT V

- Q27. Elaborate the contemporary challenge in management of organization and behaviour
Q28. Elaborate the concept of knowledge management. Why are the learning organizations in present day moving towards success. Explain with relevant examples.