

B. Sc. DEGREE END SEMESTER EXAMINATION : OCTOBER 2022
SEMESTER 5 : PSYCHOLOGY
COURSE : 19U5CRPSY06 : FOUNDATIONS OF ORGANIZATIONAL BEHAVIOUR
(For Regular - 2020 Admission)

Time : Three Hours

Max. Marks: 75

PART A

Answer All (1 mark each)

1. is a process of increasing the connectivity and interdependence of the world's markets and businesses.
2. are the factors that are internal to the job that provide a feeling of satisfaction.
3. The process of aims to expand the worker's job to include the tasks which were previously performed by other workers.
4. is a leader's ability to inspire emotion and passion in his followers and to cause them to identify with the leader.
5. Which organisation design emphasises multiple competencies and train people to handle issues and work in cross functional areas?
6. is a highly flexible, temporary organization formed by a group of companies that join forces to exploit a specific opportunity.
7. EQ stands for
8. groups are based on common characteristics like age, common values, and college affiliations.
9. refers to the orientation towards the overall picture of the organization where the focus shifts from the smaller subunits to the entire organization.
10. The tone of voice is a form of communication.

(1 x 10 = 10)

PART B

Answer any 8 (2 marks each)

11. Differentiate between Horizontal and Vertical Organisational Structure.
12. Considering the findings from the Michigan and Ohio State studies, what do you think is the most effective leadership style? Give reasons to support your choice.
13. Diagrammatically represent the process of organisational communication.
14. Write a note on Groupthink.
15. What are the possible reasons for social loafing in an organisation?
16. To what extent is it possible to establish rules or principles of good management? Assess critically the practical applications of these rules or principles.
17. Write a short note on downward communication.
18. How does the cognitive approach to organisational behaviour differ from the behavioristic approach?
19. Why is the study of the different theories of motivation important to the organisation?
20. Differentiate between centralisation and decentralisation.

(2 x 8 = 16)

PART C

Answer any 5 (5 marks each)

21. Discuss how managers can use Maslow's need hierarchy and ERG theory to motivate associates.
22. What key situational variables are related to leadership effectiveness in Fiedler's model of leadership effectiveness?
23. Discuss the DISC methodology of personality assessment.
24. Distinguish among different types of teams.
25. What are the similarities and differences between goal-setting theory and management by objectives?
26. Discuss the characteristics of the channels used to communicate in organizations.
27. Is it appropriate to believe that a network structure is the most effective design in the highly-competitive globalized economy? Why or why not? Give reasons.

(5 x 5 = 25)

PART D

Answer any 2 (12 marks each)

28. Explain the six organizational barriers to effective communication.
29. Discuss the content theories of Work Motivation.
30. Write an essay on horizontal organisational designs.
31. Explain the role of heredity and environment in the development of personality.

(12 x 2 = 24)