

**B. Sc. DEGREE END SEMESTER EXAMINATION : NOVEMBER 2023****SEMESTER 5 : PSYCHOLOGY****COURSE : 19U5CRPSY06 : FOUNDATIONS OF ORGANIZATIONAL BEHAVIOR***(For Regular 2021 Admission and Supplementary 2020 Admission)*

Time : Three Hours

Max. Marks: 75

**PART A****Answer All (1 mark each)**

1. The Hawthorne Experiments were conducted by \_\_\_\_\_.
2. \_\_\_\_\_ is the process of relinquishing authority and decision making to the functional units of the organization.
3. Traditional, shop-floor conditions in the motor industry are considered to be good examples of the \_\_\_\_\_ leadership style in the Management grid.
4. \_\_\_\_\_ is the judgement one makes about one's own worth.
5. In a \_\_\_\_\_ team, information among the members is shared through the Internet, e-mail, and teleconferencing.
6. \_\_\_\_\_ is the conception of an idea to send the message.
7. The proponent of two-factor theory was \_\_\_\_\_.
8. The tendency of the group to make an error in decision-making is called-----
9. The Two-Factor Theory of motivation was introduced by \_\_\_\_\_.
10. \_\_\_\_\_ strategy adopted by an organization focuses on delivering unique products to attract customers.

**(1 x 10 = 10)****PART B****Answer any 8 (2 marks each)**

11. Under what circumstances is horizontal organisational design most appropriate?
12. Write a short note on downward communication.
13. Write a note on Groupthink.
14. What are the core traits possessed by effective leaders?
15. What are the possible reasons for social loafing in an organisation?
16. Define motivation with example.
17. Under what circumstances is network organisational design most appropriate?
18. Briefly explain Job Satisfaction as a work-related attitude.
19. How does the social cognitive approach to organisational behaviour differ from the cognitive approach?
20. Diagrammatically represent the process of organisational communication.

**(2 x 8 = 16)****PART C****Answer any 5 (5 marks each)**

21. What are the advantages and disadvantages of the various types of communication networks?
22. Explain ERG theory of motivation by Alderfer.
23. Describe Henry Fayol's five managerial functions with suitable examples.
24. Write a note on emotional labour

25. Compare and contrast the horizontal and matrix organisational designs.
26. Explain the Nurturant Task Leadership Model.
27. Critically assess the practical value of Maslow's hierarchy of needs model to improving the motivation of people at work.

**(5 x 5 = 25)**

**PART D**

**Answer any 2 (12 marks each)**

28. Discuss the content theories of Work Motivation.
29. Define organisational structure. Explain in detail the various elements of organisational structure.
30. Write a brief history of Organisational Behaviour.
31. Explain the various ways in which the barriers to communication in an organisation can overcome.

**(12 x 2 = 24)**