

**B.Sc.DEGREE END SEMESTER EXAMINATION - OCTOBER 2024**  
**SEMESTER 5 : PSYCHOLOGY**  
**COURSE : 19U5CRPSY06 : FOUNDATIONS OF ORGANIZATIONAL BEHAVIOR**  
*(For Regular 2022 Admission and Supplementary 2021/ 2020 Admissions)*

Time : Three Hours

Max. Marks: 75

**PART A**

**Answer All (1 mark each)**

1. Which organisation theory emphasises the specific attention to adapting to the environment by relating it to organisation structure and design?
2. Performance is preceded by -----in work motivation
3. \_\_\_\_\_ is a process reducing the number of employees needed to operate effectively.
4. \_\_\_\_\_ organisation is a combination of project and functional structures.
5. \_\_\_\_\_ groups are based on common characteristics like age, common values, and college affiliations.
6. Nike does not have a production facility of its own and they hire the services of cheap and available labour in countries such as Taiwan and South Korea while retaining the core competency. Identify the Organisational Structure.
7. \_\_\_\_\_ involves moving workers in a systematic way from one job to another in order to provide more interesting and satisfying work.
8. When people are uncertain about their duties, responsibilities, and authority, it causes \_\_\_\_\_.
9. Traditional, shop-floor conditions in the motor industry are considered to be good examples of the \_\_\_\_\_ leadership style in the Management grid.
10. \_\_\_\_\_ involves the use of sub-channels to repeat or elaborate on a message.

**(1 x 10 = 10)**

**PART B**

**Answer any 8 (2 marks each)**

11. What are the differences among downward and lateral communication?
12. What are the possible reasons for social loafing in an organisation?
13. Diagrammatically represent the process of organisational communication.
14. Under what circumstances is project organisational design most appropriate?
15. What role does technology play in the effectiveness of network structure?
16. Differentiate between job enlargement and job enrichment?
17. Differentiate between leadership substitutes and leadership neutralisers.
18. Differentiate between formal and informal norms.
19. How does the social cognitive approach to organisational behaviour differ from the behavioristic approach?
20. What is FIRO-B? What are its implications to organisational behaviour?

**(2 x 8 = 16)**

**PART C**

**Answer any 5 (5 marks each)**

21. Explain equity theory of motivation with examples.
22. 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.
23. Write a brief note on MBO.
24. Discuss the five stages that lead to the formation of groups.
25. Describe in detail the role of heredity and environment in the development of personality.
26. How does nonverbal communication contribute to the communication process?
27. Write a note on Situational Leadership Model theory by Hersey and Blanchard.

**(5 x 5 = 25)**

**PART D**

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

28. Based on all major theories of work motivation, describe specific actions that can be taken to increase and sustain employee motivation.
29. Write a brief history of Organisational Behaviour.
30. Write an essay on horizontal organisational designs.
31. Write an essay on the various communicational networks.

**(12 x 2 = 24)**