

Reg. No

Name

25U554

B.Sc. DEGREE END SEMESTER EXAMINATION - OCTOBER 2025

SEMESTER 5 : PSYCHOLOGY

COURSE : 19U5CRPSY06 : FOUNDATIONS OF ORGANIZATIONAL BEHAVIOR

(For Regular 2023 Admission and Supplementary 2022/ 2021/ 2020 Admissions)

Time : Three Hours

Max. Marks: 75

PART A

Answer All (1 mark each)

1. is a highly flexible, temporary organization formed by a group of companies that join forces to exploit a specific opportunity.
2. groups are based on common characteristics like age, common values, and college affiliations.
3. involves moving workers in a systematic way from one job to another in order to provide more interesting and satisfying work.
4. Experiments on Classical Conditioning were conducted by
5. Perceived ----- probability is explained by Porter-Lawler model of motivation.
6. refers to the orientation that employees have towards the subunits of an organization either for a particular departmental function or discipline.
7. is the concentration of authority and decision making towards one of the centres, mainly the top of the organization.
8. Centralisation is characteristic of ----- communication network.
9. According to the situational model of leadership, which style is likely to be the most effective for leading a strongly motivated group of e-commerce specialists?
10. The degree and strength of interpersonal attraction among members of the group is known as

(1 x 10 = 10)

PART B

Answer any 8 (2 marks each)

11. What are the primary advantages of a decentralised organisation?
12. Define organisation as an open system.
13. Discuss any two functions of group norms?
14. How does the social cognitive approach to organisational behaviour differ from the behavioristic approach?
15. Define communication audits.
16. What are the differences among upward, downward and lateral communication?
17. What are the possible reasons for social loafing in an organisation?
18. In what ways do contingency models fall short in specifying a complete picture of effective leadership?
19. Explain the extent to which knowledge of Anthropology will help understand organisational behaviour.
20. What are hygiene factors according to Herzberg? Why are they called demotivators?

(2 x 8 = 16)

PART C

Answer any 5 (5 marks each)

21. Explain the functions of groups in detail.
22. Write a brief note on MBO.
23. Explain Porter and Lawler's motivational theory.
24. What is the difference between trait and behavioral theories?
25. Describe Henry Fayol's five managerial functions with suitable examples.
26. What steps can be taken to improve communication at work?
27. Write a brief note on the Bureaucratic model.

(5 x 5 = 25)

PART D

Answer any 2 (12 marks each)

28. Describe how jobs can be enriched and how job enrichment can enhance motivation.
29. Explain the six organizational barriers to effective communication.
30. What are some of the major challenges facing today's and tomorrow's organizations and management? Briefly describe these developments.
31. Write an essay on horizontal organisational designs.

(12 x 2 = 24)