

Seat No. : _____

DA-132

December-2013

T.Y. MBA 5 Years MBA Integrated (KS)

ORGANIZATIONAL BEHAVIOUR AND PERSONNEL MANAGEMENT

Time : 3 Hours]

[Max. Marks : 100

1. (a) Define Role. Explain Interpersonal Managerial Roles given by Mintzberg in 1970. **10**
(b) Discuss in detail the different process levels. **10**

OR

Explain in detail the importance of process. With suitable examples, explain.

- (a) Process Vs Content
(b) Process Vs Structure
2. (a) Explain theory X & theory Y. Discuss why the managers have opposite perceptions regarding the behavior of X & Y type of people at workplace. **10**
(b) Explain the concept of Intrinsic & Extrinsic needs with suitable examples. **10**

OR

(a) Discuss Adam's equity theory and Vroom's expectancy theory with suitable examples.

- (b) What measures shall be taken by Organizations to constantly motivate and retain theory Y type of employees ? Explain with reasons.

3. Write short notes (any **two**) : **20**
(a) Michigan Studies by Rensis Likert.
(b) Situational theory of leadership.
(c) Kurt Lewin's 3 dimensional theory.
(d) LBDQ theory of leadership.

4. (a) Explain the strong Vs weak culture with examples. **10**
(b) Define Change. Explain process of organizational change. **10**

OR

(a) Explain dominant Vs sub culture with examples.
(b) What is Resistance to Change ? Explain how organizations can deal with it.

5. Write short notes (any **two**) : **20**
(a) Grievance Redressal Procedure.
(b) Retrenchment and Golden Handshake.
(c) Worker's Participation in Management (WPM)
(d) Techniques of Job Analysis.