

Seat No. : _____

AH-107

April-2022

B.B.A., Sem.-VI

CC- 309 : Organisational Behaviour – II

Time : 2 Hours]

[Max. Marks : 50

- Instructions :** (1) All questions of **Section – I** carry equal marks.
(2) Attempt any **two** questions in **Section – I**.
(3) Question – 5 in **Section – II** is *compulsory*.

SECTION – I

1. (a) Explain Adam's Equity theory of motivation. **10**
(b) Explain the Fiedler's Contingency Theory of leadership. **10**
2. (a) Define conflict and outcomes of conflict in detail. **10**
(b) Discuss the communication of organizational culture through the process of Socialization and Individualization. **10**
3. (a) Define Quality of Work-Life and techniques in detail. **10**
(b) Discuss the effect of Stress and Approaches to Stress Management. **10**
4. (a) Discuss the major challenges for OB. **10**
(b) What are measures to overcome the barriers to cultural adaptation. **10**

SECTION – II

5. MCQ : (attempt any 10) **10**
 - (1) _____ shows individual preference for outcomes.
(a) Valence (b) Instrumentality (c) Expectancy
 - (2) Polycentric orientation deals with _____.
(a) Recruitment (b) Stress (c) Parochialism
 - (3) Which one type of counseling is counselor centered ?
(a) Directive counseling
(b) Non-directive counseling
(c) Participative counseling

- (4) _____ theory explains relationship between four leadership behaviours and two.
(a) Vroom (b) Path-goal (c) Groom
- (5) Strikes are examples of _____ conflicts.
(a) functional (b) dysfunctional (c) zero
- (6) Mysterious transactions are known as _____ in transactional analysis.
(a) complementary (b) cross (c) ulterior
- (7) _____ indicates the predisposition (state of mind) that people see the situation around them from their own perspective.
(a) Parochialism (b) Ethnocentrism (c) Cultural shock
- (8) Which one is not a counseling function ?
(a) Reassurance
(b) Reorientation
(c) Transactional analysis
- (9) _____ is employee-oriented concept and emphasis on a humanized work environment.
(a) Socialisation (b) Culture (c) QWL
- (10) _____ level of stress is known as optimum stress that produces desirable outcomes.
(a) Maximum (b) Minimum (c) Reasonable
- (11) Participative counseling is also known as _____ counseling.
(a) Directive (b) Indirective (c) Co-operative
- (12) Which leadership style is characterized by high task and high relationship ?
(a) Telling style (b) Selling style (c) Participative style
- (13) _____ theories explain what motivates the people.
(a) Content (b) Process (c) Mentor
- (14) _____ is the desire for friendly and close interpersonal relationship.
(a) Achievement (b) Affiliation (c) Power
- (15) Transformational leadership is an extension of _____ leadership.
(a) Transactional (b) Supportive (c) Directive
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