

B.B.A. Sem.-6 Examination**CC 309****Organizational Behaviour-2****Time : 2-30 Hours]****September-2024****[Max. Marks : 70****Instruction :** (1) Figures to the right indicate Full Marks of the questions.

- 1 (a) Discuss Victor Vroom's expectancy theory of motivation. 7
 (b) Explain Hersey and Blanchard's situational approach to leadership. 7
 OR
- 1 (a) Discuss equity theory of motivation. 7
 (b) Write notes on : (i) Self leadership (ii) transformational leadership. 7
- 2 (a) Discuss the functional (positive) outcomes of conflict. 7
 (b) Explain the process of individualisation of organisational culture. 7
 OR
- 2 (a) What are the various conflict resolving strategies? 7
 (b) Write a note on economic and psychological contract. 7
- 3 (a) What are functions of counselling? 7
 (b) Discuss organisational level stress coping strategies. 7
 OR
- 3 (a) Write a role on directive and non-directive counselling. 7
 (b) Discuss the techniques of QWL. (Quality Work Life). 7
- 4 (a) Discuss any two challenges of organisational Behaviour. 7
 (b) Write a note on employee privacy issues. 7
 OR
- 4 (a) What are the barriers to cultural adaptation? 7
 (b) Discuss the impact of ethical behaviour on bottom-line outcomes. 7
- 5 Do as directed (any seven out of twelve) : 14
 (1) Frustration regression behaviour is a characteristic of theory of motivation.
 (a) E.R.G. (b) Victor Vroom (c) Equity (d) none of above
 (2) leader sets challenging goals for his followers.
 (a) Participative (b) Achievement oriented (c) directive (d) None of above.
 (3) shows individual preferences for outcomes.
 (a) Instrumentality (b) Expectancy (c) Valence (d) None of above
 (4) Lock outs are example of conflicts.
 (a) Functional (b) Dysfunctional (c) neutral (d) none of above.
 (5) Organisational culture is
 (a) Symbolic (b) stable (c) implicit (d) all of above
 (6) is a stage of socialization of organisational culture.
 (a) Social need (b) Pre-arrival (c) Conformity (d) Isolation.

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- (7) counselling is also known as co-operative counselling.
(a) directive (b) participative (c) non-directive (d) none of above
- (8) All stress is bad (True/False)
- (9) Anxiety, depression, boredom are problems of stress.
(a) neutral (b) physical (c) psychological (d) none of above
- (10) means giving decision making powers to employees.
(a) Empowerment (b) Innovation (c) Research (d) none of above.
- (11) is a barrier to cultural adaptation.
(a) Ethnocentrism (b) Leadership (c) Careful selection (d) none of above
- (12) is the process of expatriate's readjusting to home land position.
(a) cultural shock (b) parochialism (c) repatriation (d) none of above.
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