



Seat No. : _____

OB-109

October-2025

B.B.A., Sem.-VI

CC-309 : Organisational Behaviour–II

Time : 2:30 Hours]

[Max. Marks : 70

1. (A) Discuss the equity theory of motivation. 7
- (B) Explain Fiedler's contingency theory of leadership. 7

OR

1. (A) Discuss E-R-G theory of motivation with its managerial implications. 7
- (B) Write notes on coaching and transformational leadership. 7

2. (A) Discuss the sources/reasons of conflicts. 7
- (B) Write a note on Economical and Psychological contract. 7

OR

2. (A) What are the dys-functional outcomes of conflicts ? 7
- (B) Discuss the process of socialization of organisational culture. 7

3. (A) What are the functions of counselling ? 7
- (B) Discuss the approaches to stress management. 7

OR

3. (A) Discuss any three techniques of QWL. 7
- (B) Explain stress and job-performance relationship. 7

4. (A) Discuss any three challenges for OB. 7
- (B) What are the barriers to cultural adaptation ? 7

OR

4. (A) Discuss the positive impact of behavioural ethics on employees and organisations. 7
- (B) Write notes on : Pay and Promotion discrimination and employee privacy issues. 7

5. Attempt any **seven** :

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- (1) _____ is the variable that determines the performance - reward relationship in Victor Vroom's theory.
(a) Valence (b) Expectancy
(c) Instrumentality (d) None of above
- (2) _____ leadership style is suitable when employees are both willing and able to work.
(a) Delegating (b) Telling (c) Selling (d) Participating
- (3) A _____ leader implies being his own leader.
(a) self (b) transformational (c) transactional (d) None of above
- (4) All conflicts are bad. (True/False)
- (5) Review of decision is a _____ outcome of conflicts.
(a) functional (b) dys-functional (c) neutral (d) None of above
- (6) "I loose - you win" is a _____ strategy of resolving conflicts.
(a) Smoothing (b) Confronting
(c) Compromising (d) None of above
- (7) _____ counselling is counsellor centered.
(a) Participative (b) Directive (c) Non-directive (d) None of above
- (8) _____ transactions are also known as Mysterious transactions.
(a) Complementary (b) Crossed (c) Ulterior (d) None of above
- (9) Depression is a _____ problem due to stress.
(a) psychological (b) nominal (c) neutral (d) None of above
- (10) _____ is a feeling of confusion, anxiety and insecurity caused by a new environment in foreign land.
(a) Ethnocentrism (b) Individual differences
(c) Cultural shock (d) None of above
- (11) Under the principle of _____, only necessary/useful information of the employee must be recorded and retained.
(a) Relevance (b) Notice (c) Recency (d) None of above
- (12) _____ is an essential training to overcome barriers to cultural adaption.
(a) Pre-departure braining (b) On-the-job training
(c) Off-the-job training (d) None of above