

Seat No. : _____

NE-125

December-2015

T.Y. MBA Integrated

Organization Behaviour And Personnel Management

Time : 3 Hours]

[Max. Marks : 100

1. (a) Define OB ? Explain the various managerial roles and skill in detail. **10**
(b) Explain the OB model in detail with reference to dependent and independent variables. **10**
2. (a) What do you mean by individual behaviour and explain in detail psychological factor and environmental factor affecting individual behaviour. **10**
(b) Write short note : (Any **Two**) **10**
 - i. Mc Clellands's Theory of Need
 - ii. A comparative Study- need Theories
 - iii. Vroom's Expectancy Theory
3. (a) Explain in detail Fiedler's contingency model of leadership. **10**
(b) Write short note : (any **Two**) **10**
 - i. Transformational and transactional leadership
 - ii. Types of teams
 - iii. Managerial grid
4. Attempt any **two** questions :
 - (a) Define strong culture and weak culture. Explain in detail how learning about culture occurs in organization. **10**
 - (b) Discuss Lewin three step change model and explain why organizations resist change. **10**
 - (c) What is resistance to change ? Explain how organization can overcome resistance to change. **10**
5. Attempt any **two** questions :
 - (a) Define human resource management and explain in detail its major functions. **10**
 - (b) What are the objectives of human resource planning and explain in detail process of human resource planning with help of diagram. **10**
 - (c) Define job analysis and explain in detail the process of job analysis. **10**

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