

Seat No. : _____

DB-129

December-2017

T.Y. M.B.A., Integrated Degree Course

Organizational Behaviour & Personnel Management

Time : 3 Hours]

[Max. Marks : 100

1. (a) What is organizational behaviour ? Explain different roles performed by managers. **10**
- (b) Draw a diagram showing contribution of different disciplines in OB and explain the contribution of sociology and anthropology among them. **10**

OR

- (a) Explain the organization-environment interface (influence processes), the community (processes of social awareness) and the society (value processes) with reference to OB model.
 - (b) Discuss any three dependant variables to develop an OB model.
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2. (a) What do you mean by intrinsic need and extrinsic need ? Discuss the key concepts in McClelland's theory of needs. **10**
 - (b) What are similarities and differences between Maslow theory of need hierarchy and Alderfer ERG theory ? **10**
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3. Attempt any **two** : **20**
 - (1) Critically discuss and evaluate the trait theory of leadership.
 - (2) Discuss the significance of Fiedler's Contingency model in today's environment in an organization.
 - (3) Elaborate the managerial grid developed by Blake and Mouton with the help of diagram.

4. (a) What is called organizational culture ? Discuss characteristics of organizational culture. **10**
- (b) Explain any four tactics to overcome from the problem of change. **10**

OR

- (a) Discuss stories, language and material symbol as a source to learn organizational culture.
- (b) Write a note on Lewin's three step model of change.
5. (a) How would you do planning of human resource in an Established organization ? Elaborate the steps in detail. **10**
- (b) Define the term Job design. Explain the important factors that need to be taken into consideration while designing a job. **10**

OR

Prepare the format of job description and job specification of position "Marketing Executive" for an organization. **20**
