Reg. No. : ....
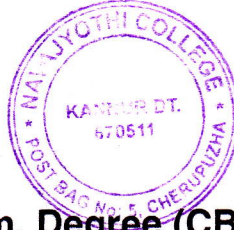
Name : ....

Second Semester M.Com. Degree (CBCSS – OBE – Regular) Examination, April 2024
(2023 Admission)
CMCOM 02C10 : ORGANISATIONAL BEHAVIOUR

Time : 3 Hours

Max. Marks : 60

SECTION – A

Answer **any five** questions in this Section. **Each** question carries **3** marks.

1. Define "Organisational Behaviour." State its nature.

2. What are the different dimensions of Organisational Culture ?

3. What is Grid Training ? State its objectives.

4. What must be the essential features of Good Teams ?

5. Define "Management-By-Objectives." Mention its process.

6. Distinguish between Positive Reinforcement and Negative Reinforcement.

(5×3=15)

SECTION – B

Answer **any three** questions in this Section. **Each** question carries **5** marks.

7. Compare and contrast Theory X and Theory Y.

8. Discuss the managerial implications of the Classical Conditioning Theory in understanding Human behaviour.

9. Distinguish between the Custodial Model, the Collegial Model and the Autocratic Model in OB.

P.T.O.

10. Emphasise the significant relationship between the Maslow's Theory and Alderfer's Theory of Motivation.

11. Analyse the significant contributions of the Big Five Personality Traits theory in understanding employee's personality at workplace.   **(3×5=15)**

SECTION – C

Answer **any three** questions in this Section. **Each** question carries **10** marks.

12. Keeping the Challenges faced by OB Managers, suggest measures to manage Organisational Culture in your organisation.

13. "An employee's perception is shaped by various internal and external factors." Do you agree ? Elaborate.

14. Define "Resistance-to-Change". Why do employees resist change at workplace ? What are its consequences to the organisation ?

15. Why do people join informal groups ? Analyse the different stages in Group Development.

16. "Different Conflict Resolution Strategies have their own strengths and weaknesses". Explain. Suppose there is a conflict between management and trade union, which strategy would you recommend and why ?   **(3×10=30)**

————————