

ORGANIZATIONAL BEHAVIOUR

Full Marks : 70

Time : 3 hours

Answer six questions including **Q. No. 1**
which is compulsory

The figures in the right-hand margin indicate marks

1. Answer the following questions : 2 × 10
- (a) Define organisational behaviour. Why do we study organisational behaviour ?
 - (b) How organisational behaviour is useful for maintaining cordial industrial relations ?
 - (c) What is positive reinforcers and negative reinforcers ? Give your answer with suitable examples.
 - (d) Name determinants of personality.

(Turn Over)

- (e) What are the factors that influence perception of an individual ?
 - (f) What are hygiene factors of Herzberg's theory of motivation.
 - (g) What is free-rein style of leadership ? Which situation do you think is suitable ?
 - (h) What is meta communication ?
 - (i) Name different levels of conflict in organisational life
 - (j) What are the sources of culture in an organisation ?
2. (a) What are the challenges for OH manager in liberalization, privatization and globalisation economy ?
- (b) What is your opinion about the use of punishment ?
3. (a) Define personality
- (b) Critically examine the Freudian studies on personality development

4. (a) Describe in your own words the motivational practices practiced in organization. 5

(4)

(b) Explain what purpose do group serve in an organization? 5

5. (a) Does leadership make any difference to the effectiveness of an organization. 5

(b) Describe managerial grid. 5

6. (a) Distinguish between Human Resource Management and Human Resource Development. 5

(b) What are the obstacles to change organisational culture. 5

7. Write short notes on any two. 5 x 2

(i) Importance of training and development

(ii) Performance appraisal

(iii) Group dynamics

8. (a) What are the forces leading to change? 5

(b) Why is change resisted? 5

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