

201 / F4BBE / 08 / 04

Q.P. Code :06194

[Time: 2 1/2 Hours]

[Marks: 75]

Please check whether you have got the right question paper.

- N.B:
1. All questions are compulsory.
 2. Figures to the right indicate full marks.

Q.1 Select the appropriate answer and fill in the blanks (Any eight)

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1. Collegial model focusses on -----
 - a) Individual growth
 - b) Team work
 - c) Divide and Rule
2. Two Factor theory of motivation is profounded by-----
 - a) Herzberg
 - b) Victor Vroom
 - c) Maslow
3. Ability to derive a rule from given information is -----ability.
 - a) Spatial
 - b) Memory
 - c) Reasoning
4. A -----group is created by management to accomplish certain **organization goals**.
 - a) Command
 - b) Formal
 - c) Task
5. -----are teams that use computer technology to tie together physically dispersed member in order to achieve a common goal.
 - a) Cross functional
 - b) Virtual
 - c) Problem solving
6. ----- Self represents things that others know about us, but we are unaware of it.
 - a) Unknown
 - b) Hidden
 - c) Blind
7. ----- are mini cultures within the organizations.
 - a) Subculture
 - b) Dominant culture
 - c) Strong culture
8. ----- conflict refers to conflict between two persons.
 - a) Intergroup
 - b) Intrapersonal
 - c) Interpersonal
9. Prolonged exposure to intense stress leads to a condition that has been described as-----
 - a) Burnout
 - b) Trauma
 - c) Depression

(P.T.O)

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10. -----is a systematic application of behavioural science knowledge at various levels.
- a) Organizational Development
 - b) Organizational Change
 - c) Organizational Growth.

Q.1 B State whether the following statements are true or false(Any seven)

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- 1) Custodian model of OB aims at satisfying the higher level needs of employees.
- 2) Understanding ideas and word meaning is numerical ability.
- 3) Theory Z of motivation is profounded by Mc Gregor.
- 4) Soft skills includes a wide range of traits and qualities.
- 5) Storming stage of group development is characterized by group cohesiveness.
- 6) The Johari window is a simple tool for making sense of who we are.
- 7) Organisational culture creates a sense of identity among the employees.
- 8) Academy culture is highly concerned with getting people to fit in and be loyal to the organization.
- 9) Occupational demands are extra organizational stressors.
- 10) Personal wellness is a preventive strategy of coping with stress.

- Q.2 a) Explain Maslow's Need Hierarchy theory.
b) Discuss the four models of OB.

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OR

- Q.2 c) How are the theories of motivation applied?
d) Explain in detail the nature & scope of OB.

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- Q.3 a) Explain Johari window with the help of diagram.
b) Define team. How to build effective team? What are the skills required to build good team?

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OR

- Q.3 c) Write short note on IQ & EQ.
d) Define & explain groups. Explain the stages of group development.

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- Q.4 a) How can organization culture be created and maintained?
b) What is conflict? What are the sources of conflict?

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OR

- Q.4 c) Define stress. What are the effect of stress on an employee?
d) Explain the reasons for resistance to change

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- Q.5 a) Write down the importance of Organisational Developemnt.
b) Explain the characteristics of Organizational Development.

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OR

- Q.5 Write a short note (any three)
- a) Organizational development
 - b) Theory X & Y
 - c) Goal setting
 - d) Time management
 - e) TQM.

15