Q.P. Code :20287

[Time: $2\frac{1}{2}$ 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	a) b)	Define and explain Organizational Behavior. What are the functions of a manager? How do managers deal with workplace diversity and maintain an ethically healthy work climate.	
	c)	"Now a days managers have to cope with globalization and maintain a positive work environment." Explain.	
Q.II		Answer any two of the following	15
	a)	Explain the concept of attitude and discuss the relationship between its components.	
	b)	What is Job Satisfaction? Discuss in detail any three major job attitudes.	
	c)	Discuss the relationship between job satisfaction, work place deviance and absenteeism.	
Q.III		Answer any two of the following	15
	a)	Explain the elements of motivation, Discuss Mc Gregor's theory X and theory Y.	
	b)	Discuss the goal setting theory of motivation.	
	c)	Write a detailed note on Equity Theory of Motivation.	
QIV		Answer any two of the following	15
1	a)	Explain the behavioral theories of leadership.	
	b)	Explain the concept of charismatic leadership. What is the dark side of charismatic leaders?	
	c)	Define transactional and transformational leaders and explain their characteristics.	
QV	a)	State whether the following statements are True or False with reasons (any four)	08
	i)	Planning involves motivating employees, directing others, selecting the most effective communication channels and resolving conflicts.	
	ii)	When a manager serves as a nerve center of internal and external information of the organization	
		he is performing the role of a disseminator	
	iii)	The neglect response directs behavior toward leaving the organization.	
	iv)	The loyalty response includes actively and constructively attempting to improve conditions	
	v) .	Mc Clelland hypothesized that within every human being there exists a hierarchy of five needs	
, S	vi)	According to Herzberg's theory when primary factors are adequate people will not be dissatisfied	
	vii)	Vision is a long term strategy for attaining goal or goals	
	viii)	Contingency theory considers personal qualities and characteristics.	
	b) (Complete the following statements by selecting the appropriate answers (any seven)	07
	i) <	When the manager is responsible for motivating and directing employees he is performing a role.	
		a) organizing b) controlling	
		c) leadership d) monitor	
	ii)	A manager who initiates and over sees new projects is performing the role of	
		a) entrepreneur b) monitor	i.
	C. C.	c) leader d)negotiator	

iii)	The science that seeks to measure, explain and sometimes change the behavior of human and animals is called
	7
iv)	c)Social psychology d)Psychology
10)	refers to employees beliefs in the degree to which they influence their work environment,
	their competence, the meaningfulness of their job and their perceived antonomy.
	a) Psychological empowerment b) Organizational Commitment
**)	c) Job engagement d) Job involvement
v)	is the degree to which employees believe the organization values their contribution and
	cares about their well-being.
	a) Perceived organizational support b) Psychological empowerment
v:)	c)Organizational commitment d) Job engagement
vi)	The response means positively but optimistically waiting for conditions to improve a) exit b) voice
vii)	c) loyalty d) neglect
VIIJ	is the desire for friendly and close interpersonal relationships
	a) Need for power b) Need for achievement
	c)Need for competence d) Need for affiliation
viii)	need includes drive to become what we are capable of becoming; includes growth,
	achieving our potential and self-fulfillment.
	a) Esteem needs b) Self- actualization
	c)Safety needs d) Security needs
ix)	is an overall perception of what is fair in the work place.
,	a) Organizational Justice b) Procedural Justice
	a) Organizational Justice b) Procedural Justice c) Interactional Justice d) Distributive Justice is defined as the ability to influence a group toward the achievement of a vision or set of
x)	is defined as the ability to influence a group toward the saking.
	goals.
	a) Motivation (b) Bossiness
	c)Emotional Maturity d) Leadership
xi)	A core component of Emotional Intelligence is
	a) empathy () b) sympathy
	c) emotional stability d) friendliness
xii)	Fiedler's Contingency theory does not include dimension.
	a) leader follower relationship b) degree of task structure
	c) leaders position power d) followers feelings
0.74	
S. Wall	