Reg.No. \_\_\_\_\_\_\_\_\_\_\_\_

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**End Semester Examination – Nov/Dec – 2018**

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| **Code : 17BB2015** |  | **Duration :** | **3hrs** |
| **Sub. Name : ORGANIZATIONAL BEHAVIOR** |  | **Max. marks :** | **100** |

**ANSWER ALL QUESTIONS (5 x 20 = 100 Marks)**

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| **Q. No.** | **Sub Div.** | **Questions** | **Course**  **Outcome** | **Marks** |
| 1. | a. | Explain in detail about the Management functions and Mintzberg’s managerial roles. | CO1 | 10 |
| b. | Explain in detail about the competencies for individual and managerial effectiveness. | CO1 | 10 |
| (OR) | | | | |
| 2. | a. | What are big five personality traits? Explain. | CO3 | 10 |
| b. | What are the major personality attributes which influences OB. Explain. | CO3 | 10 |
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| 3. |  | Define Motivation and explain any two theories of moltivation. | CO3 | 20 |
| (OR) | | | | |
| 4. |  | Differentiate and explain about the traditional and contemporary leadership styles. | CO4 | 20 |
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| 5. | a. | Define group dynamics and explain the five stages of group development. | CO4 | 10 |
| b. | Explain in detail about Group properties and it’s impact on group performance. | CO4 | 10 |
| (OR) | | | | |
| 6. |  | Define organizational culture. Compare and contrast organizational culture with organizational climate. | CO5 | 20 |
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| 7. | a. | Explain in detail about Goffee & Jones typology. | CO4 | 10 |
| b. | What are the functions of organizational culture and it’s global implications. | CO5 | 10 |
| (OR) | | | | |
| 8. |  | What is Organizational conflict? Explain it’s nature and relevance. | CO4 | 20 |
|  | |  |  |  |
|  | | **Compulsory**: |  |  |
| 9. |  | **Case Study**  Zarine Khan, Rob Carstons and Linda mcgee have something in common. They all were promoted within their organisations into management positions. I found the transitional challenge. Khan was promoted to director of Catering for the Glacier group of restaurants in New York city. With the promotion she realised that things would never be the same again. No longer would she be able to participate in water cooler gossip or drug of an employee is chronic lateness. She says she found her new role to be daunting. At first I was like a bulldozer knocking everyone over and that was not well received. I was saying it's my way or the highway. And was Forgetting that my friends were also in transition.She admits that this style alienated just about everyone with whom she worked. Rob Carstons a technical manager at IBM in California talks about the uncertainty he felt after being promoted to being a manager from being a junior programmer. It was a little bit challenging to be suddenly giving directives to pose when just the day before you wear one of them. You try to be careful not to offend anyone. It’s strange walking into a room and the whole conversation changes. People don't want to be as open with you when you become the boss. Linda mcgee is now president of medical insurance services in Baltimore. And she started as a consumer service representative with the company and then leapfrog over colleagues in a series of promotions. Her fast rise created problems. She says colleagues would say “oh here comes the big cheese now”. God only know what they talk about behind my back.  **Questions**:   1. A lot of new managers in selecting the right leadership style when they move into management. Why do you think this happens? 2. What does this say about leadership and leadership training? 3. Which leadership theories if any could help new leaders deal with this type of transition? 4. Do you think it's easier or harder to be promoted internally into a formal leadership position than to come into it as an outsider .explain? | CO4 | 20 |