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



**End Semester Examination – Nov / Dec – 2019**

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| **Code :** | **19MS3001** | **Duration :** | **3hrs** |
| **Sub. Name :** | **ORGANIZATIONAL BEHAVIOR AND MANAGEMENT** | **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 different functions of management with suitable examples. | CO1 | 10 |
| b. | Critically evaluate Taylor’s Scientific Theory of management. | CO1 | 10 |
| **(OR)** | | | | |
| 2. | a. | Enumerate POSDCORB concept in relation to management. How these concepts are relevant in today’s management? | CO1 | 10 |
| b. | Critically evaluate the different types of Organisational structures. Examine the suitability of structure to an automobile company. | CO1 | 10 |
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| 3. | a. | What do you understood by the term Organisational Behaviour? Why is it important? | CO2 | 10 |
| b. | Which are the other disciplines that are related to Organisational Behavior? Explain them. | CO2 | 10 |
| **(OR)** | | | | |
| 4. |  | Discuss the contributions of ‘Hawthorne Experiments’ in the development to managerial thinking. How did behavioural scientists modify the basic findings of ‘Hawthorne Experiment’? | CO2 | 20 |
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| 5. | a. | Define personality. Comment on BIG FIVE theory model in relation to Personality. | CO3 | 10 |
| b. | Define the term ‘Group’. Why people join in Group? | CO4 | 10 |
| **(OR)** | | | | |
| 6. |  | What is motivation? Why it is a critical issue of interest to managers in organisations? Critically evaluate the theory of motivation. | CO5 | 20 |
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| 7. | a. | Explain the stages of team formation. What happens in each stages of team formation? | CO4 | 10 |
| b. | Critically examine the advantages and disadvantages of Group decision making. | CO4 | 10 |
| **(OR)** | | | | |
| 8. | a. | Does the leadership make any difference to the effectiveness of an organization? Defend your position. | CO6 | 10 |
| b. | Critially examine the differences between Organisational culture and Organisational Climate with suitable examples. | CO6 | 10 |
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|  |  | **Compulsory**: |  |  |
| 9. |  | If someone labeled you an “introvert”, how would it make you feel? Judging from research on social desirability, most of us would prefer to be labeled extroverts. Normal distributions being what they are, however, half the world is more introverted than average. This is becoming more extrovert’s world.  Susan Cain, makes three arguments as follows:  **We see ourselves as extraverts**. Introversion is generally seen as undersirable, partly because extraverts like being in charge and are more apt to shape environments to fit their wishes. Many of the most important institutions of contemporary life are designed for those who enjoy group projects and high levels of stimulation.  **Introversion is driven underground**. Thanks to social norms and structures, introverts often are forced to do “close introverts” acting according to an extraverted ideal, even if that is not their personality at heart. If someone comments, “You are awfully quiet,” they nearly always assume an underlying problem, as if not being quiet is the norm.  **Extraversion is not all it’s cracked up to be**. Because introversion is suppressed, we cause the introverts of the world distress and fail to capitalize on the many virtues of introversion. We may overlook the quiet, thoughtful introvert when choosing a leader, we may quell creativity by doing most of our work in groups, and we may mistake appearance for reality. | CO6 | 20 |
| a. | Would you classify yourself as introverted or extraverted? How would people who know you describe you? |  |  |
| b. | Would you prefer to be more introverted, or more extraverted, than you are? Why? |  |  |
| c. | Do you agree with Cain’s arguments? Why or why not? |  |  |