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Reg. No. :

Name :

**Second Semester M.A. (Human Resource Management) Degree
Examination, August 2016
HRM 2.2.1 : ORGANIZATIONAL BEHAVIOUR
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. Answer should **not** exceed **50** words. **All** questions carry **equal** marks.

1. Give the meaning of organizational design.
2. What are networking structures of organizations ?
3. Make a distinction between personal power and formal power.
4. What do you understand by political behaviour in organizations ?
5. What do you mean by conflict management in organizations ?
6. What are inter-group conflicts ?
7. What is organizational climate ?
8. What is the difference between strong and weak organizational cultures ?
9. What is work stress ?
10. Define work-life balance. **(10×2=20 Marks)**

PART – II

Answer **any five** questions. Answer should **not** exceed **500** words. **All** questions carry **equal** marks.

11. Briefly explain the international dimensions of OB. What are the challenges and opportunities for OB ?
12. What is a functional structure of an organization ? How is it different from a divisional structure ? Illustrate.

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13. Briefly explain the relationship between power and politics. How do people use power tactics ?
14. Examine how employees respond to organizational politics. What challenges politics pose for HR managers in organizations ?
15. How is perceived conflict different from felt conflict ? What are the outcomes of conflicts ?
16. What are the causes for structural conflicts in organizations ? How can such conflicts be managed ?
17. Briefly explain the concept of job satisfaction. What are the factors affecting job satisfaction ?
18. What is a learning organization ? How can managers make their firms learning organizations ? **(5×5=25 Marks)**

PART – III

Answer **any two** questions. Answer should **not** exceed **1200** words. **All** questions carry **equal** marks.

19. Examine the emerging trends in design and structure of organizations. How does structure influence the behaviour of employees in organizations ?
20. What is negotiation ? Discuss the approaches to negotiation highlighting the important bargaining strategies.
21. How is culture evolved in organizations ? Explain how a positive organizational culture can be created and sustained in firms.
22. Describe the sources of resistance to change in organizations. How can resistance to change be overcome ? **(2×15=30 Marks)**