



Reg. No. :

Name :

First Semester M.A. Degree Examination, January 2017
Human Resource Management
HRM 2.1.1 : HUMAN BEHAVIOUR IN ORGANISATIONS
(2014 Admission Onwards)

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. Answer should **not** exceed **50** words. **(10×2=20 Marks)**

1. Cliques
2. Locus of control
3. Reinforcement
4. Three levels of analysis of OB
5. Figure-ground principle
6. Defence Mechanism
7. Cognitive learning
8. Nominal Group technique
9. Job enrichment
10. MBO.

PART – II

Answer **any five** questions. Answer should **not** exceed **500** words. **(5×5 =25 Marks)**

11. What are the main components of Attitudes ?
12. What is emotion ? Explain the significance of emotional intelligence.
13. Define values. Contrast terminal and instrumental values.
14. Explain the five stage group development.



15. 'Ethics' undergo lot of transition in the modern world, explain.
16. Differentiate between transactional and transformational leadership.
17. Explain the steps in rational decision-making model.
18. Explain the factors influencing Group cohesiveness.

PART – III

Answer **any two** questions. Answer should **not** exceed **1200** words. (2×15=30 Marks)

19. Explain the different theories of Personality.
 20. Explain in detail the factors influencing individual behavior.
 21. Define job Satisfaction and the factors influencing the same.
 22. Explain in detail various techniques of group decision making.
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**First Semester M.A. (Human Resource Management) Degree
Examination, March 2018
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Max. Marks : 75

PART – I

Answer **all** questions. Answer should **not** exceed **50** words. **(10×2=20 Marks)**

1. Halo and Horn effect.
2. Narcissism.
3. Virtual teams.
4. Deviant Workplace Behaviors.
5. Groupthink.
6. Nominal group technique.
7. Selective perception.
8. Job engagement.
9. Self efficacy.
10. ABC Model of attitude.

PART – II

Answer **any five** questions. Answer should **not** exceed **500** words. **(5×5=25 Marks)**

11. Identify Hofstede's five value dimensions of national culture.
12. Explain attribution theory and list the three determinants of attribution.
13. What is Rational Decision making ? Contrast it with bounded rationality and intuition.
14. Distinguish formal and informal group. Why people join groups ?

P.T.O.



15. What is authentic leadership ? Do ethics and trust matter to leadership ? How ?
16. Illustrate and elucidate the Managerial grid.
17. Explain how 'OB' helps the managers to face the challenges of organizational management.
18. Describe the MBTI personality framework.

PART – III

Answer **any two** questions. Answer should **not** exceed **1200** words.

(2×15=30 Marks)

19. Narrate the importance of perception. Explain the process of perception in detail.
 20. Define leadership and explain the theoretical framework of leadership.
 21. What is OB Mod ? Explain the various steps in OB Mod.
 22. Explain group dynamics. Describe in details the popular theories of group formation.
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Reg. No. :

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**First Semester M.A. (Human Resource Management) Degree
Examination, February 2016
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(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. Answer should **not** exceed **50** words. **(10×2=20 Marks)**

1. Stereotyping
2. Intrinsic versus extrinsic motives
3. Social loafing
4. Ethical dilemma
5. Emotional dissonance
6. Machiavellianism
7. Terminal versus Instrumental Values
8. Group Cohesiveness
9. Merit-Based Pay
10. Role conflict.

PART – II

Answer **any five** questions. Answer should **not** exceed **500** words. **(5×5=25 Marks)**

11. What are the "Big Five" Personality traits ?
12. Elucidate few theories to motivation.

P.T.O.



13. Describe a cross-functional team and a virtual team. Why are these types of teams growing in popularity ?
14. Explain the major steps of Luthans O.B. Mod. Approach to Behavioral Performance Management.
15. Explain the concept of personality as explained by Sigmund Freud.
16. Explain the managerial roles identified by Mintzberg.
17. Compare and contrast the major Job attitudes.
18. Explain Type A and Type B personality.

PART – III

Answer **any two** questions. Answer should **not** exceed **1200** words. **(2×15=30 Marks)**

19. Explain the various theories of attitude formation and attitude change.
 20. Explain Elton Mayo's contribution to the study of Organizational Behaviour.
 21. Explain learning and the major theories of learning with its practical implications.
 22. Explain how, issues related to alcoholism, drug addiction or sexual harassment affecting the work place productivity.
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Reg. No. :

Name :

**First Semester M.A.(Human Resource Management) Degree Examination,
December 2019**

HRM 2.1.1 : ORGANISATIONAL BEHAVIOUR

(2018 Admission Onwards)

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. Answer should not exceed **50** words.

1. Observational Learning
2. Organizational Commitment
3. Explain conflict
4. Define Organizational culture
5. Write short note on Pygmalion Effect
6. Explain Operant Conditioning
7. Explain the basic components of Motivation
8. Explain Virtual Teams
9. Explain Social Perception
10. Emotional Intelligence:

(10 × 2 = 20 Marks)

P.T.O.



PART – II

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

11. Define decision making and explain the steps in rational decision making.
12. Explain the factors affecting group and team performance
13. Describe the three stages of organizational socialization and the ways culture is communicated in each step?
14. Why do we need to manage emotions? How can emotional intelligence help manage emotions?
15. Suggest methods to develop sound organizational climate
16. What is Organizational behavior? Which are the other disciplines that are related to OB
17. Explain Kelly's theory of causal attribution
18. Explain fundamental attribution error and self -serving bias

(5 × 5 = 25 Marks)

PART – III

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

19. What are attitudes? Identify and discuss major job related attitudes in organizations.
20. Discuss the strategies for managing conflict optimally in organizations
21. Explain work related stress and identify Five ways to manage workplace stress
22. Write a detailed note on group decision making techniques with their advantages and disadvantages.

(2 × 15 = 30 Marks)





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Examination, February 2019
HRM 2.1.1 : ORGANIZATIONAL BEHAVIOUR
(2018 Admn.)**

Time : 3 Hours

Max. Marks : 75

PART – I

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

1. Define organizational behavior.
2. What is offshoring ?
3. What do you understand by personality types ?
4. What is emotional intelligence ?
5. What is group cohesiveness ?
6. What do you understand by charismatic leadership ?
7. What are power tactics ?
8. What are intra-individual conflicts ?
9. What is meant by organizational culture ?
10. What do you mean by coping strategies for stress ? **(10×2=20 Marks)**

P.T.O.



PART – II

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

11. Why is perception important ? Briefly explain the factors influencing perception.
12. Explain the social learning theory. How is this theory different from the other learning models ?
13. Explain the stages of group development as given by Bruce Tuckman.
14. Explain leadership. What are the essential characteristics and qualities to be possessed by an effective leader ?
15. Briefly explain the sources of power in organizations. Which sources of power are most effective ?
16. What are the causes of inter-personal conflicts ? Briefly explain the different conflict handling strategies.
17. How is culture created in an organization ? Differentiate between strong and weak cultures.
18. Briefly describe the sources of stress. Also, explain how can an employee manage stress ? **(5×5=25 Marks)**

PART – III

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

19. What are the correlates of job satisfaction ? Explain how job satisfaction is related to job performance.
 20. Explain any two theories of motivation. How can knowledge of motivation theories help managers ?
 21. Explain the organizational design processes and their outcomes. Examine the merits and demerits of traditional and modern organizational structures.
 22. What is meant by organizational climate ? Briefly describe the factors affecting organizational climate. **(2×15=30 Marks)**
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