



Reg. No. : .....

Name : .....

**Second Semester M.A. Examination, August 2009****(New Scheme – 2006 Admns.)****Personnel Management****PM 2.2.1 : ORGANIZATIONAL BEHAVIOR**

Time : 3 Hours

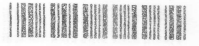
Max. Marks : 75

**PART – A**

Answer *any five* of the following. *All carry equal marks. Answers need not exceed 300 words.*

1. Briefly explain the significance of Hawthorne studies in the development of organizational behavior.
2. What are the factors affecting behavior of individuals ? How does behavior get modified ?
3. What do you mean by attitude ? Can they be changed ? How ?
4. What are the principles of group dynamics ? How is a group different from a team ?
5. Define leadership. What are the emerging leadership role shifts in organizations ?
6. Distinguish between functional and dysfunctional conflicts. What are the potential benefits of conflicts ?
7. What are the causes of managerial stress ? List out a few coping strategies.
8. Briefly explain the systems approach to organizational effectiveness.

**(5×6=30 Marks)****P.T.O.**



## PART – B

Answer **any three** questions. All carry **equal** marks. Answers need **not** exceed **1500** words.

9. Explain the different ways of assessing personality. How are personality tests used for assessing new recruits by HR managers ?
10. What are the factors that affect perception ? Explain the perceptual process highlighting the significance of selective attention.
11. Explain the concepts of organizational change and development in the context of merger and acquisition of organizations.
12. How are organizational climate and job satisfaction related ? Substantiate your answer with the help of major research studies done in OB.
13. What are complementary transactions in TA ? Bring out the importance of TA in analyzing inter-personal relations.

(3×15=45 Marks)