

Second Semester M.A. Examination, June 2007

PERSONNEL MANAGEMENT

2.2.1 : Organisational Behaviour

(New Scheme) (2006 Admn.)

Time : 3 Hours

Max. Marks : 75

PART – A

(6×5=30 Marks)

Answer **any five** of the following. All carry **equal** marks. Each answer not to exceed **300** words.

1. Explain the Psychoanalytic theory of Personality. How do the type theories differ from the trait theories of personality ?
2. Explain the structural and functional aspects of perception with examples.
3. How is individual behavior different from group behaviour ?
4. Explain any two leadership theories. What are the basic dimensions of leadership ?
5. Explain the inevitability of power in organizations. How is power distributed in organizations ? Explain power in relation to organising.
6. Explain concepts of organizational effectiveness and efficiency.
7. What is social learning ? Explain its relevance in organizations.
8. Explain conflict. Discuss functional and dysfunctional conflict.

PART – B

(3×15=45 Marks)

Answer **any three** questions, each in about **1500** words.

9. What are the challenges for Human Resource Management of the new economy industries such as IT from the organizational behavioural point of view ?
10. Explain Transactional Analysis as a tool for understanding human interactions. How does it help in Human Resource Management ?
11. Explain Stress and burnout. Explain the concept of functional and dysfunctional stress. How can stress be managed ?
12. Explain the perceptual errors and its relevance for Human Resource Management.
13. Explain the three levels of behaviour : individual, group and organizational with special emphasis on the peculiarities of each.