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Reg. No. :

Name :

**Second Semester M.A. in Human Resource Management Degree
Examination, September 2014
221 – ORGANIZATIONAL BEHAVIOUR
(2013 Admn.)
(Common for M.A. Degree in Personnel Management – Prior to 2013
Admns.)**

Time : 3 Hours

Max. Marks : 75

PART – A

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

1. Give a definition for OB. Outline the theoretical framework of OB.
2. How does learning determine individual behaviour ? Write about the social learning models.
3. How is assessment of personality done ? How reliable are these assessments ?
4. What are group norms ? How do they affect the dynamism of groups ?
5. What are the causes of stress ? List out the important coping strategies.
6. Distinguish between inter-personal and inter-group conflicts. How are conflicts managed in firms ?
7. Write a note on the factors affecting organizational climate.
8. What are life positions ? Mention the significance of TA. **(5×6 = 30 Marks)**

P.T.O.



PART – B

Answer **any three** of the following. **All** questions carry **equal** marks. **Each** answer not to exceed **1500** words.

9. Elaborate on the structural and functional aspects of perception. How can perceptual errors be minimized ?
 10. Distinguish between trait theories and behavioural theories in leadership. Present the emerging trends in leadership.
 11. Discuss the various aspects of organizational change and development. How can resistance to change be overcome in organizations ?
 12. Explain the behavioural approach to organizational effectiveness. How does it differ from the systems approach ?
 13. Explain the correlates of job satisfaction. How is job satisfaction related to performance ?
- (3×15 = 45 Marks)**