Dr. Babasaheb Ambedkar Open University Term End Examination July – 2021

Course **BBAR/DBAR** Date 30-July-2021 **Subject Code BBAR/DBAR-204** Time 01:00pm to 03:00pm **Subject Name Individual and Organisational** Duration 02 Hours **Behaviour** Max. Marks 50 Section A Answer the following (Attempt any two) (20)Discuss the Disciplines that Contribute to the OB Field. 1. 2. Explain the Big Five Personality Model. 3. Discuss any two theories of Motivation. 4. Explain the Potential Sources of Stress at Work. Section B Answer the following (Attempt any three) (15)1. Explain the Stages of Group Development. 2. Write a note on Non-Verbal Communication. 3. Discuss the Causes of Political Behavior. 4. Explain the Types of Conflict. 5. Write a note on Span of Control. **Section C** Part – A (Multiple Choice Questions) (10)Employee loyalty toward the organization is a significant factor in: 1 Job displacement В Continuance commitment Affective commitment D Employee turnover 2 Organizations beed to be sensitive to sources of stress, which include all of the following except: A Work В Nonwork Global Resource 3 is bulk of effort allocated. Direction A В Intensity Persistent **Ability** Which of the following is NOT one of the leadership theory categorization factors? 4 A **Traits** Attitude \mathbf{C} **Behavior** D Contingency 5 The use of power and influence in organizations is referred to as: Manipulative Negative \mathbf{C} **Organizational Politics** D An alternative to authority If a person can affect the thoughts, behavior, and feelings of another person, she has: A Influence В Power \mathbf{C} Authority D Dominance

7	7 Conflict involves disagreement between two or more parties because of :					
	A	Mutual interest	В	Incompatible goals		
	C	Resource dependency	D	Goal congruence		
8	The	process of constructing and adjusting	rganization's structure to achieve its			
	goals is:					
	A	Strategic management	В	Strategy-structure fit		
	C	Organizational design	D	Organizational reconfiguration		
9 Which of the following is NOT an important attribute of organizational culture						
	A	Shared norms and values	В	Symbolism		
	C	Employee socialization	D	Pervasiveness and endurance		
10	All	of the following are targets of diagno	osis in	organization development except :		
	A	Job analysis	В	Leadership		
	C	Structure	D	Support system		
		Part R	Do os	Directed)	(05)	
	Part – B (Do as Directed) Explain the following terms:					
1	Psychology					
2	Anthropology					
3	Emotional stability					
4	Values					
5	5 Perception					
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