

Seat No. : _____

AH-107

April-2022

B.B.A., Sem.-VI

CC- 309 : Organisational Behaviour – II

Time : 2 Hours]

[Max. Marks : 50

- Instructions : (1) All questions of Section – I carry equal marks.
(2) Attempt any two questions in Section – I.
(3) Question – 5 in Section – II is compulsory.

SECTION – I

1. (a) Explain Adam's Equity theory of motivation. 10
(b) Explain the Fiedler's Contingency Theory of leadership. 10
2. (a) Define conflict and outcomes of conflict in detail. 10
(b) Discuss the communication of organizational culture through the process of Socialization and Individualization. 10
3. (a) Define Quality of Work-Life and techniques in detail. 10
(b) Discuss the effect of Stress and Approaches to Stress Management. 10
4. (a) Discuss the major challenges for OB. 10
(b) What are measures to overcome the barriers to cultural adaptation? 10

SECTION – II

5. MCQ : (attempt any 10) 10
 - (1) _____ shows individual preference for outcomes.
(a) Valence (b) Instrumentality (c) Expectancy
 - (2) Polycentric orientation deals with _____.
(a) Recruitment (b) Stress (c) Parochialism
 - (3) Which one type of counseling is counselor centered ?
(a) Directive counseling
(b) Non-directive counseling
(c) Participative counseling

- (4) _____ theory explains relationship between four leadership behaviours and two dimensions of leadership.
- (a) Vroom (b) Path-goal (c) Groom
- (5) Strikes are examples of _____ conflicts.
- (a) functional (b) dysfunctional (c) zero
- (6) Mysterious transactions are known as _____ in transactional analysis.
- (a) complementary (b) cross (c) ulterior
- (7) _____ indicates the predisposition (state of mind) that people see the situation around them from their own perspective.
- (a) Parochialism (b) Ethnocentrism (c) Cultural shock
- (8) Which one is not a counseling function ?
- (a) Reassurance
(b) Reorientation
(c) Transactional analysis
- (9) _____ is employee-oriented concept and emphasis on a humanized work environment.
- (a) Socialisation (b) Culture (c) QWL
- (10) _____ level of stress is known as optimum stress that produces desirable outcomes.
- (a) Maximum (b) Minimum (c) Reasonable
- (11) Participative counseling is also known as _____ counseling.
- (a) Directive (b) Indirective (c) Co-operative
- (12) Which leadership style is characterized by high task and high relationship ?
- (a) Telling style (b) Selling style (c) Participative style
- (13) _____ theories explain what motivates the people.
- (a) Content (b) Process (c) Mentor
- (14) _____ is the desire for friendly and close interpersonal relationship.
- (a) Achievement (b) Affiliation (c) Power
- (15) Transformational leadership is an extension of _____ leadership.
- (a) Transactional (b) Supportive (c) Directive
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