

Time: 2.30 Hrs

Marks: 75

- N.B:** 1) All Questions are compulsory
 2) All Questions carry equal marks
 3) Figures to the right indicate full marks

Q.1) Answer the Following

A) Define the Following

(5 Marks)

- i. Stress
- ii. Motivation
- iii. Planned Change
- iv. Departmentalization
- v. Span of Control

B) Match the Column

(5 Marks)

Column A	Column B
i. Lewin's 3 Step Model	a. Diagnosis
ii. Organization Development	b. Norming
iii. Action Research	c. Unfreezing
iv. Need for Achievement	d. Survey Feedback
v. Group Development	e. nAch

C) Fill in the Blanks (From the below mentioned alternatives)

(5 Marks)

- i. _____ get things done through other people, they make decision, allocate resources, and direct the activities of others to attain goals.
- ii. _____ skills encompass the ability to apply specialized knowledge or expertise.
- iii. The ability to work with, understand, and motivate other people, both individually and in groups, describes _____ skills.
- iv. _____ is the degree to which jobs within the organization are standardized
- v. _____ has 3 components: Cognition, Affect & Behaviour

(Alternatives: Attitude, Technical, Manager, Management, Formalization, Human, Group, Motivation)

Q.2 Answer any Three of the following

(15 Marks)

1. Describe any 4 disciplines contributing to the field of OB.
2. Explain Age and Gender: as biographical characteristics of Individual Behaviour.
3. Describe the Five Stage Model of Group Development with the help of a diagram.
4. Explain the Simple structure of an Organization.
5. Explain various management roles that a manager needs to perform.
6. What is Centralization & Decentralization?

Q.3 Answer any Three of the following

(15 Marks)

1. Explain Theory X and Theory Y.
2. Define Leadership, and explain Charismatic Leadership OR Autocratic Leadership.
3. List down and explain consequences of Stress.
4. Explain Abraham Maslow's Hierarchy of Need Theory.
5. Explain individual approach OR organizational approach of managing Stress.
6. Explain Quality of Work Life.

Q.4 Answer any Three of the following

(15 Marks)

1. What is Resistance to Change and explain sources or factors responsible for resistance to change.
2. Explain any 4 Sources of conflict.
3. List down and explain the five steps of Action Research.
4. What is Organizational Development? Explain any 1 OD interventions.
5. What is the difference between Interpersonal Conflict and Intrapersonal Conflict
6. Define Coercive Power and Legitimate Power.

Q.5 Answer any Three of the following

(15 Marks)

1. Define Diversity, and 4 ways of managing diversity.
2. Define Ability and explain Intellectual Ability and Physical Ability.
3. Define Chain of Command
4. List down and explain 3 variants of needs proposed in David McClelland's Theory of Need.
5. Explain Management Functions
6. Differentiate between Legitimate and Illegitimate Political Behaviour
