

M.A. DEGREE EXAMINATION, NOVEMBER 2018
I Year I Semester
Core Major -II
ORGANISATIONAL BEHAVIOUR

Time : 3 Hours

Max.marks :75

Section A ($10 \times 2 = 20$) Marks

Answer any **TEN** questions

1. Define OB.
Write a short note on the following.
2. Organizational Politics.
3. Group Dynamics.
4. Organizational Climate.
5. Various Organizational stressors.
6. Organisation development.
7. Referent Power.
8. Stress.
9. Perceptual selectivity.
10. Organizational Culture.
11. Learning.
12. Intergroup conflicts.

Section B ($5 \times 5 = 25$) Marks

Answer any **FIVE** questions

13. Discuss the various determinant of personality.
14. What are the different techniques of group decision making?
15. Discuss the different types of conflict.
16. Discuss the various techniques for managing resistance to change.
17. Explain Maslow's Need Hierarchy theory.
18. Are OD techniques change and mould the attitudes and behaviour? Discuss.
19. What are the primary characteristics which capture the essence of organization.

Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

20. The Life Insurance Corporation of India had introduced financing for housing. Top officials, however, found that LIC by itself could not perform housing finance functions effectively. In addition to this main function, organizational changes were introduced in several forms: LIC Housing Finance Ltd., LIC Mutual Fund, etc. These organizational changes gave requisite results, but LIC Mutual Fund faced several problems. The LIC Housing Finance Ltd, had outstanding loans of Rs.2, 604.76 crores as on 31.03.1997 with a net profit of Rs.63.38 crores, whereas the net profit of the company was Rs.41.34 crores in 1995 after one year of establishment. There was need for technological and other changes. The LIC solicits suggestions on restructuring:

- Questions:

- a) What is technological change? Discuss its role in organizational change.
- b) Apply SWOC Analysis for the above case.
- c) Reengineering is desired for changes. Comment.

PART - B

Answer any **TWO** questions

- 21. Explain the process of perception.
- 22. What factors influence the degree to which group members will be attracted to each other?
- 23. Discuss the theories of leadership.
- 24. Compare the International and Indian Organizational Behavior.

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Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

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