

VVM's
Shree Damodar College of Commerce and Economics
Comba -Margao Goa
M.Com. (Semester-IV) Examination, APRIL 2015

CO4B3: ORGANISATIONAL BEHAVIOUR

Duration: 2Hour

Total Marks: 50

**Instructions: 1) Answer all the questions
2) Figures to the Right Indicate Full Marks**

Q.1 Answer the following Questions

(2x5=10Marks)

- i) What do you mean by 80:20 rule?
- ii) Power v/s exchange theory and control.
- iii) Characteristics of organizational development.
- iv) Issues in negotiation process.
- v) Linkage between perception and individual decision making.

Q.2 X) Discuss the Mckinseys 7's framework and explain its importance in organizational development .

(10Marks)

OR

Y) What are the characteristics of Socialization process? Discuss the various steps in socialization Process.

Q.3 X) What do you mean by personality in organizational context. Discuss the personality determinants that influence organizational behavior.

OR

(10Marks)

Y) How does stress affect the organizational performance? Suggest the strategies which will help to cope up with stress.

Q.4 X) "Change in any organization is inevitable". Discuss the statement and suggest the measures to overcome resistance to change.

(10Marks)

OR

Y) Explain negotiation process and elaborate various approaches to conflict management.

Q.5 X) What are the prerequisites of Organizational Development. Explain Blake and Mouton's Approach.

(10Marks)

OR

Y) How does organizational politics affect the health of organization? Explain the factors relating to Political behavior.
