

LD-101

April-2014

B.B.A. Sem.-VI

CC- 309 : Organisational Behaviour – 2

Time : 3 Hours]

[Max. Marks : 70

1. (a) Discuss in detail the Path-Goal Theory of Leadership. 7
(b) "The Leadership Style is contingent upon situation." Keeping this in mind explain Fiedler's Contingency Model of Leadership. 7
- OR**
- (a) Describe briefly how Victor Vroom's Expectancy theory can be implied in organizations by managers. 7
(b) Write short notes : 7
(i) Self Leadership
(ii) Coaching
2. (a) Define Organization Culture. Briefly explain its characteristics. 7
(b) What is the meaning of Conflict ? What are the sources of conflict ? 7
- OR**
- (a) Describe briefly the strategies to resolve conflict. 7
(b) Elaborate economic and psychological contracts. 7
3. (a) Define Counselling. Explain any four functions of Counselling. 7
(b) What is Stress ? What are the different approaches to Stress Management ? 7
- OR**
- (a) Explain the types of Counselling in detail. 7
(b) What relationship is there between Stress and Job Performance ? 7
4. (a) Explain Globalization, Outsourcing, Innovation and Change as the challenges for OB. 7
(b) What are the barriers to cultural adaptation in managing internal work-force ? 7
- OR**
- (a) What is Ethical Behaviour at workplace ? Explain pay and promotion discrimination. 7
(b) How can one overcome cultural barriers ? What is the strategy to overcome it ? 7

5. Do as directed :

- (1) What does E-R-G stands for in ERG theory of leadership ?
- (2) Write down any 5 characteristics of transformational leadership.
- (3) David McClelland was a famous psychologist from _____ University.
 - (a) Harvard
 - (b) Stanford
 - (c) Oxford
 - (d) Cambridge
- (4) What is 'Functional Conflict' ?
- (5) List out any 5 conflict resolution techniques.
- (6) What is socialization in organization culture ?
- (7) What are the basic effects of stress ?
- (8) Directive counselling is counselor centric. (true/false)
- (9) What is QWL ?
- (10) What is work-force diversity ?
- (11) Sexual harassment at workplace – Explain briefly.
- (12) List out any 5 activities that can affect employees privacy issues.
- (13) Stress is avoidable and stress free life is possible. (true / false)
- (14) Confrontation is generally preferred by the organization to resolve conflict. (true / false)