

**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.  
(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