

Regu – D- 256

Seat No.	
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**M.B.A. (Part - I) (Semester –I) Examination, 2012
(Regular) Paper – VII
ORGANIZATIONAL BEHAVIOUR
Sub. Code: 48326**

Day and Date: Monday, 10-1-2012
Time: 10.30a.m. to 1.30 p.m.

Total Marks : 70

- Instructions :** 1) *Q. No.1 and 5 are compulsory.*
2) *Solve any two questions from Q. Nos. 2to 4.*
3) *Figures to the right indicate marks.*

1. Read the following case and answers the questions :

Gujarat based Engineering company unit employs nearly 1200 personnel. Managers are expected to fully document all decisions, and “good” managers are those who can provide detailed data to support their recommendations.” These are extensive rules and regulations in this firm that employees are required to follow. Managers supervise employees closely to ensure that there are no deviations. Management is concerned with high productivity, regardless of the impact on employee morale or turnover.

Work activities are designed around individuals. There are distinct departments and line of authority. When they assessed the motivation of employees it was found to be concern of ‘job security’ and ‘salary.’

Answer the following questions :

- a) Briefly analyze the case **5**
b) Analyze the motivation of employees in light of result found in the organization. **8**
c) As a manager do you feel the existing system should continue or do you advocate any change in the system ? **7**

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2. a) Briefly explain the Historical perspective of Organizational Behavioural. **8**
b) What is personality ? Explain the various determinants of personality. **7**
3. a) What is Perception ? Explain the perceptual process. **8**
b) What is group? Discuss the stage of group formation **7**
4. a) Explain the various conflict resolution strategies. **8**
b) Write a note on organizational culture. **7**
5. Write short notes(**any four**) : **20**
- a) Elton Mayo
 - b) Values and Attitudes
 - c) Factors affecting group dynamics
 - d) Stress
 - e) Behaviouristic leadership style
 - f) Team Building.
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