

Duration: 2½ Hours

Max. Marks: 75

N.B.: 1) All the questions are compulsory.

2) Figures to the right indicate the marks.

Q.1 (A) State whether the following statements are True or False (any Eight) **(08)**

- a) Use of power by the managers is at the heart of the custodial model.
- b) If person behaves in the same way in all situations then distinctiveness is low.
- c) A Machiavellianism personality believes that it is appropriate to behave in any manner that will meet your needs.
- d) Individuals who are low on agreeableness are good natured, gentle warm tactful and considerate.
- e) Satisfaction is the cause of deviant behaviour.
- f) Employee engagement is a negative work-related attitude.
- g) Theory Y managers believe that employees like to work.
- h) The motive in integrative bargaining is to create a win/win outcome.
- i) All changes come at a cost.
- j) Individuals differ in their levels of tolerance.

(B) Match the column (any Seven): **(07)**

Column A	Column B
1) Aggression	a) B.F.Skinner
2) Nondirective counseling	b) Identification with job
3) Sabbaticals	c) Work life balance
4) Fear of the unknown	d) Type A personality
5) Leadership	e) Extrovert
6) Friendly and Outgoing	f) Supportive Model
7) Individuals more prone to stress	g) Cause of psychological resistance to change
8) Millennial	h) Reduces stress
9) Job involvement	i) Also known as client-centered counseling
10) Reinforcement theory	j) Reaction to frustration

Q.2 (A) Describe in brief the different models of OB. **(08)**

(B) Define personality and describe the Big Five Model of Personality. **(07)**

OR

Q.2 (P) Define motivation and explain Maslow's theory of motivation. **(08)**

(Q) "Job satisfaction is said to be multidimensional in nature." Explain. **(07)**

Q.3 (A) Explain advantages and disadvantages of conflict. **(08)**

(B) Define a team and explain in detail the different stages of team building. **(07)**

OR

- Q.3 (P) What are the ways of conflict resolution? (08)
(Q) What are the different levels of conflict? (07)
- Q.4 (A) What do you mean by politics at workplace? Explain the various causes of organizational politics. (08)
(B) Discuss the types of formal and informal groups with examples. (07)
- OR**
- Q.4 (P) Explain benefits of counselling. (08)
(Q) Elaborate on the various causes organizational of stress. (07)
- Q.5 (A) Explain the ways in which support for change can be built. (08)
(B) Explain the difference between team and group. (07)
- OR**
- Q.5 Write short note on any three of the following: (15)
a) Transformational leadership and change.
b) ERG theory
c) Negotiation
d) Machiavellianism
e) Characteristics of the Perceiver
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