

Duration: 2^{1/2} 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) The path to change is likely to meet with obstacles and resistance of various kind.
- b) The collegial model focuses on teamwork for the realization of organizational goals.
- c) A Machiavellianism personality believes that it is appropriate to behave in any manner that will meet your needs.
- d) Neglect is a passive-destructive response of dissatisfied employee.
- e) The parties involved in distributive bargaining have opposing interest.
- 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/lose outcome.
- i) Overeating is psychological effect of high levels of stress.
- j) In the refreezing stage of change new ideas and practices are learned.

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

Column A	Column B
1) Cause of Psychological resistance	a) Fear of unknown
2) Nondirective counseling	b) Identification with job
3) Sabbaticals	c) Work life balance
4) Personal power	d) Type A personality
5) Leadership	e) Extrovert
6) Friendly and Outgoing	f) Supportive Model
7) Individuals more prone to stress	g) Reduces stress
8) Millennial	h) Also known as client-centered counseling
9) Job involvement	i) Abraham Maslow
10) Need hierarchy theory	j) Referent power

Q.2 (A) What is perception? Explain various determinants of perception. (08)

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

OR

Q.2 (P) Explain Fredrik Herzberg's two factor model. (08)

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

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

(B) What is integrative bargaining? Explain measures to promote integrative bargaining. (07)

OR

- Q.3 (P) What is power? Explain its types. (08)
(Q) Explain various political tactics leaders adopt to gain power. (07)
- Q.4 (A) Define group, explain the reasons to join group. (08)
(B) What is social loafing? Why social loafing occurs? (07)
- OR
- Q.4 (P) How can high performance teams be built? (08)
(Q) Elaborate on the various causes of stress. (07)
- Q.5 (A) Explain the ways in which support for change can be built. (08)
(B) Define counseling, explain its features and benefits. (07)
- OR
- Q.5 Write short note on any three of the following: (15)
a) Nondirective counseling
b) Implementing change
c) Abraham Maslow's need hierarchy theory
d) Machiavellianism
e) Impact of job satisfaction