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ORGANISATIONAL BEHAVIOUR AND  
INDUSTRIAL PSYCHOLOGY

Time : 3 hours

Full Marks : 70

Instructions :

(i) All questions carry equal marks.

(ii) There are **NINE** questions in this paper.

(iii) Attempt **FIVE** questions in all.

(iv) Question No. 1 is compulsory.

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1. Answer as directed (any seven) :

(a) An organisation prosperity relies on

(i) individual departmental planning

(ii) overall organisation planning

(iii) setting short-term objectives

(iv) None of the above

(Choose the correct option)

(b) Combination of two or more individuals for a common goal with a minimum of common programme is called coalition.

(Write True or False)

(c) Hawthorne experiments are associated with

(i) Henry Fayol

(ii) Max Weber

(iii) Elton Mayo

(iv) F. W. Taylor

(Choose the correct option)

(d) Thematic apperception test (TAT) is designated to understand the

(i) perception of an individual

(ii) personality of an individual

(iii) learning of an individual

(iv) None of the above

(Choose the correct option)

(e) Which of the following is not true for leadership?

(i) Leadership is a personal quality

(ii) Leadership is a continuous process

(iii) Leadership is universal

(iv) Leadership involves the inter-personal influence

(Choose the correct option)

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- (f) On the basis of relationship communication may be classified as
- downward and upward
  - ~~formal and informal~~
  - written and oral akubihar.com
  - horizontal and diagonal
- (Choose the correct option)
- (g) Which of the following is not a reason for group formation?
- To satisfy the instincts of belongingness
  - For social and mental security
  - ~~For fighting the fellow employees and suppress them~~
  - To acquire authority and power
- (Choose the correct option)
- (h) Job security is vital for tuning up the <sup>mind</sup> of employee. (status, welfare, morale, pleasure)
- (Fill in the blank)
- (i) Id reflects that human mind is primitive, instinctual and govern by principles of pleasure and —. (status, glamour, greed, power)
- (Fill in the blank)
- (j) Valence motivation formula is simple, yet powerful one, that can be expressed as  
 Motivation = — × —.
- (Fill in the blank)

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- Define organisation and organisational behaviour. What are the main elements of an organisation? Discuss
- Define motivation. Discuss Herzberg's two factors theory. Compare it with Maslow's need hierarchy theory akubihar.com
- Define perception. Outline the process of perception
- What do you understand by the term personality? Explain the determinants of personality development.
- What do you understand by organisation culture? Discuss the characteristics and elements of organisation culture.
- Discuss the major contribution of the Hawthorne experiments to the present-day organisation.
- What do you understand by effective communication? What are the main barriers to communication in organisation? How can these be eliminated?  
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- Define organisational effectiveness. Discuss the various steps involved in studying the organisational effectiveness.

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