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[This question paper contains 4 printed pages.]

Your Roll No. ....

6919

A

M.A. / II

PSYCHOLOGY—Course PS—13 (D)

(Organizational Behaviour)

Time : 3 Hours

Maximum Marks : 75

(Write your Roll No. on the top immediately

on receipt of this question paper.)

All Sections are compulsory.

All questions are compulsory.

SECTION—A

Each question carries 10 marks.

1. From the various theoretical approaches to understand the meaning of work, discuss its implication for the motivation of workers in organization.

Or

Examine historical sketch of the meaning of work and relate the same for their motivational implications. Choose a theory of motivation relevant to improve motivation in Indian organizational context

[P.T.O.]

2. What are the functional and dysfunctional aspect of Indian culture and the threat posed by the western design of organizations?

Or

Discuss the incongruence caused by western design of organizations and Indian cultural prescriptions.

3. Discuss the individual and group roles from organizational point. Which one is more appropriate and why ?

Or

How would you identify a functional group in an organization ?  
What are the processes involved in socializing of the isolated individual to bring him/her in the mainstream.

4. What are the main features of Hackman and Oldman's job characteristics theory? In what circumstances this approach is best applied? Give justification.

Or

'The study of job design is fraught with ideology! Only by uncovering of underlying assumptions and values can allow a dispassionate assessment of the claims made by the theorists'. Discuss.

5. Illustrate the concept of ethics and its reference in leadership. What and how to maintain the ethical standard by a leader in the light of globalization ?

Or

Compare and contrast Hersey and Blanchard's life-cycle theory with Fiedler's leadership contingency model. How a practicing manager can apply these theories in the work setting.

**SECTION-B**

*Each question carries 5 marks.*

6. What is indigenous management? Cite suitable examples.

Or

Discuss salient features of group problem solving.

7. Discuss the implications of process theories of motivation for improving employee's performance.

Or

Can we understand organizational culture through metaphors?

Discuss in the backdrop of classroom experiences.

8. What are the various sources from which the manager acquires power at work place?

Or

How the performance appraisal system errors be reduced?

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9. What is job rotation and how it is different than job enlargement?

Or

Discuss the methodological criticism of Herzberg two-factor theory.

10. Write short notes on any *One* of the following.

(a) Psychological contract.

(b) Political behaviour at work.