Total number of printed pages–3

2020

COMMERCE

Paper : 102

(Organisational Behaviour and Theory)

Full Marks : 80

Time : Three hours

The figures in the margin indicate full marks for the questions.

1. (a) What is contingency view of organisations ? Does it adequately help us in designing structures ?

    10+6=16

Or

   (b) Explain the various linkages that need to be examined in studying organisational environmental interface. 16

2. (a) Define the term 'Span of Management'. How would you determine the optimum span in a given situation ?

    6+10=16

Contd.

Or

(b) Write short notes on : 8+8=16

    (i) Advantages of decentralisation

    (ii) Guidelines for effective delegation

3. (a) Bring out the roles of Groups in an organisation. Substantiate the claims that Group task influences group performance and satisfaction.

8+8=16

Or

(b) Define organisational behaviour. What are the factors that affect organisational behaviour ? Why should organisations give importance in understanding human behaviour?

4+8+4=16

4. (a) State the purposes of control in organisation. Point out in brief, some behavioural implications of control. Suggests, some suitable measures to minimize behavioural dysfunctions of control. 4+6+6=16

(b) What is the essence of Vroom's Expectancy Model of motivation? What are its merits and limitations?

8+8=16

5. (a) Explain organisational effectiveness. What, according to Rensis Likert are the determinants of organisational effectiveness? Comment. 6+10=16

Or

(b) Why do people in organisation, tend to resist change? Explain instances of resistance to change in your organisation and what are the strategies to overcome the resistance.

6+5+5=16

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