

**OLD**

**2017**

**M.Com.**

**1st Semester Examination**

**ORGANISATION THEORY  
AND ORGANISATION BEHAVIOUR**

**PAPER—COM-101**

**Subject Code—03.**

*Full Marks : 50*

*Time : 2 Hours*

*The figures in the right hand margin indicate full marks.*

*Candidates are required to give their answers in their own words as far as practicable.*

*Illustrate the answers wherever necessary.*

**Unit - I**

**[Marks : 20]**

**1. Answer any two question of the following : 2×5**

- (a) What do you mean by business ethics? Explain the Rights model of ethical behavior.

*(Turn Over)*

- (b) Do you think that the contingency theory of management is a more practical model than others? Explain with valid reasons.
- (c) Organizations of today want leaders and not managers. In this respect, point out the differences between the two.
- (d) Information plays a vital role in the decision-making process. Elaborate the statement.

2. Answer any *one* question of the following : 1×10

- (a) (i) Describe the 'Bounded Rationality' model in decision-making.
- (ii) What are the advantages of 'Management by Objectives'? 5+5
- (b) (i) Leadership style is contingent upon the situational condition. In this regard, discuss Fiedler's Contingency theory of leadership.
- (ii) Explain the concept of 'decentralization of authority'. What are the advantages of decentralization? 5+(2+3)

**Unit - II**

[Marks : 20]

3. Answer any *two* from the following questions : 2×5
- (a) Discuss classical conditioning theory of learning. What lesson do we learn from that theory ? 4+1
- (b) Define Personality with illustrations. What are the factors of differing personality ? 2+3
- (c) Discuss the stages of group development. 5
- (d) What is relationship conflict ? Discuss different measures that management may take to resolve a conflict ? 2+3
4. Answer any *one* question : 1×10
- (a) What is perception ? How does perception affect decision-making of an individual ? How do people make mistake at the time of judging others ? 2+2+6
- (b) What is performance norm ? How do performance norm and cohesiveness among employees affect productivity of a firm ? What are the different techniques of group decision-making ? 1+4+5

**[ Internal Assessment — 10 Marks ]**