

2025

M.COM. 1st Semester Examination

COMMERCE

Paper : COMC401X0

(Organisational Behaviour)

Full Marks : 50

Time : Two Hours

The figures in the margin indicate full marks.

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

Unit-I

Answer any *two* questions : $5 \times 2 = 10$

1. (a) What is Organizational Behaviour? Discuss the significance of Organizational Behaviour. 1+4
- (b) What is ability-job fit? Discuss the importance of ability-job fit with the help of illustrations. 2+3
- (c) What is personality? How can the Big Five Factor Model of Personality affect performance? 2+3

P.T.O.

(2)

Answer any *one* question : $10 \times 1 = 10$

2. (a) What is attitude? Mention three components of attitude with the help of illustrations. Discuss the Cognitive Dissonance Theory of Attitude. $1+4+5$
- (b) What are the different stages of group development? What do you mean by the role in context of group behaviour? How is an individual's role determined, and how does it affect his/her performance? $4+1+5$

Unit - II

Answer any *two* questions : $5 \times 2 = 10$

3. (a) Explain the term organisational culture. Differentiate between strong and weak organisational culture. $3+2$
- (b) What is organisational politics? Why does it exist in organisations? $2+3$
- (c) Give an overview of the ways to sustain culture.

Answer any *one* question : $10 \times 1 = 10$

4. (a) (i) What is conflict? Explain the Thomas-Kilmann model of conflict management.
- (ii) Explain the concept of planned and unplanned change. Why do people resist change? $(1+4)+(2+3)$

(3)

- (b) (i) Discuss the concept of organisational development.
- (ii) Explain the Lewin's Change Model. 6+4

Internal Assessment : 10 marks
