

# **DDCE, Utkal University**

## **Model questions for 1<sup>st</sup> semester 2009 batch**

### **ORGANISATION BEHAVIOUR (OB)**

#### **Unit -1**

1. As you begin to understand organizational behavior why do you think it has become very popular field of interest ?
2. Explain, how are OB concepts addressed in management functions, rules and skills ?
3. Behavior is generally predictable, so there is no need to formally study OB why is that statement wrong?
4. What is a paradigm? How will the paradigm shift affect management ? What are the implications of this paradigm shift for OB ?
5. Models of Man reflects the decision of the organization.
6. Give a comparative picture of various OB models.
7. Discuss various models of man with their implication on organizational behavior.
8. How the diversity of human resource affect OB. What account for such diversity ?
9. Briefly discuss the development of OB from the industrialization point of view.
10. Examine the important historical contribution to the study of organizational behavior.
11. Critically evaluate the “contingency approach” to OB.
12. Define OB. Outline various features and objectives of OB.
13. Define OB. Relate it to management.
14. Explain the factors those magnified the significance of OB.

15. Analyze the contributions of various disciplines to OB.
16. Discuss various types of OB model .
17. Examine the nature of OB. Discuss it's scope.
18. Give an account of the various historical events that has led to the development of OB as a discipline.
19. OB is the “systematic study of actions and attitudes that people exhibit within organizations “. comment..
20. OB is more an art than science. Comment.
21. Human behavior is highly unpredictable. Comment in the light of studying the behavior of employee on work place.
22. Discuss the recent trend in OB.

## **ORGANISATION BEHAVIOUR**

### **Unit -5**

Sasmita swain

1. “Sometimes the real message in a communication is a buried in the silence “. What does this phrase mean?
2. Why is feedback so important to communication? What are some guidelines for the effective use of feedback?
3. What is transactional analysis? Explain various kinds of transactions.
4. Describe communication process. Explain its importance in the study of management.
5. “The existence of a variety of communication media does not itself guarantee the success of communication”. Comment.
6. “Communication is sharing of understanding “. Examine critically.
7. “Management is a two way traffic; it is based upon the effective machinery of communication”. Discuss.
8. Despite of taking all possible care, managers often fail to communicate why?
9. Compare upward and downward communication. Discuss various techniques for improving upward communication.
10. Discuss the major purposes and methods of downward communication?
11. What are different barriers to communication? What steps can be taken to overcome these barriers?

12. Compare and contrast traditional transactional leaders and emerging transformational leaders. Giving suitable examples in context of today's organization.
13. Discuss the importance of studying transactional analysis for understanding the behavior of individuals and effective communication.
14. "There is no leadership style that can be applicable to all situations. Leaders are supposed to adjust themselves in accordance with the demand of the situation". Comment.
15. What is the managerial Grid? Contrast its approach to leadership with the approach of the Ohio state and Michigan group.
16. Discuss the application of various leadership styles in organization.
17. If leaders are inflexible in adjusting their style, what will be the implications?
18. Discuss Fielder's contingency model of leadership?
19. Briefly summarize the findings of classical leadership studies.
20. Distinguish between leader and manager. Discuss different leadership styles.
21. Briefly summarize the findings of modern leadership studies.

## UNIT -2

1. "Better understanding of perceptual process can prevent a large problem, either in a job or in real life ", Explain this citing suitable examples.
2. Critically analyze the statement that "the various psychological processes can be thought of as pieces of jigsaw puzzle and personality as the completed puzzle picture".
3. Review trait theories of personality in the context of the 'nature versus nurture' debate .
4. Do you agree that the type of job an employee does moderates the relationship between personality and job productivity? Justify.
5. How does selectivity affect perception? Give an example of how selectivity can create perceptual distortion?
6. Why might managers today pay more attention to the person-organization fit than the person-job fit?
7. Define personality. Discuss various determinants or personality.
8. Define perception, describe the perceptual process.
9. What are the "Big five" personality traits? Which one seems to have the biggest impact on performance? How the knowledge of "Big five" help the manager.

10. Critically examine that heredity defines personality.
11. What are the organizational applications of personality? Discuss the prominent personality traits of Indian managers.
12. What are the various personality theories? How will you integrate various theories to get a satisfactory theory of personality.
13. Describe perpetual process. Critically examine the relationship among various elements of it.
14. Define perception .Discuss the factors affecting perpetual selectivity.
15. 'People are human information processes 'Do you agree or disagree. explain

### UNIT-III

- 1) Define attitude. Discuss the characteristics and components of attitude.
- 2) Do you agree with the statement that learning is involved in almost everything that everyone does? Explain
- 3) "Happy workers are productive workers" Do you agree or disagree .Give reasons
- 4) Compare and contrast between classical and operant conditioning.
- 5) Bring out the major dimensions of various theories of learning.
- 6) Define learning and explain the principles of classical conditioning with appropriate organizational example.
- 7) Describe various processes essential for successful social learning.
- 8) Describe the concept of reinforced. How does it help in shaping behavior of people in a desirable way?
- 9) Discuss the steps involved in typing OB modification program.
- 10) What are the methods of measurement of attitude? How attitude measurement does helps the what are the factors which play important role in attitude formation. Explain them management?
- 11) What are the factors which plays important role in the attitude formation? Explain them citing suitable examples.
- 12) What are attitudes relevant for organization? Discuss how the attitude of employee affects productivity of the organization.
- 13) What is the concept of attitude? How it is different from behavior, how do attitudes affect behavior?
- 14) Define learning. Explain the principles of operant conditioning with appropriate organizational example.
- 15) Compare negative reinforcement punishment. citing suitable examples

## UNIT-IV

- 1) Does motivation come from within a person or is it result of the situation? Explain
- 2) Compare and contrast Mallow's hierarchy of needs theory with Herzberg's two factor theory.
- 3) Describe theory X and theory Y .Bring out its implication in the field of management.
- 4) Describe the process of motivation. Explain the process of motivation giving a suitable example.
- 5) Explain the Alderfer's ERG theory of motivation. How does it compare with Maslow need hierarchy?
- 6) What is the concept of motivation? How does it affect behavior and performance?
- 7) Critically evaluate Maslow's hierarchy of need theory. Bring out its implication in the field of management.
- 8) Critically evaluate Herzberg's two factor theory. Trace out its implication in the field of management.
- 9) 'Despite the existence of plethora of theories of motivation, we are still in search of a suitable theory of motivation'. Explain
- 10) Explain that various theories of motivation approach the problem of motivation from different perspectives, but they all emphasis similar set of relationship.