

X was relatively far higher than that of company Y. it was mainly on account of certain facilities provided to company X such as environment on the shop floor in terms of space for movement, lighting arrangements, canteen facilities, pickup and drop facility from home to company and back and a free membership of a local club. It was also found that emphasis of company X had free access to top management and every month employees achievements used to be recognized by giving them token prizes, handed over to them by the top management in person in a function organized by the company.

Questions :

- (a) Elaborate the benefits provided by company X as per the Herzberg's two factor theory.
- (b) Discuss the impact of the provisions provided by company X on the performance of employees and more returns for company X.

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## **MBCP 1006**

M.B.A. DEGREE EXAMINATION, MAY 2026.

First Semester

Common Paper

### **ORGANISATIONAL BEHAVIOUR**

(2023 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (5 × 4 = 20 marks)

Answer any FIVE questions.

1. What is Organizational behavior? What is the need for studying OB?
2. Bring out the impact of personal factors in determining the individual behavior.
3. What are the various factors which affect the personality development of an individual? Elucidate.
4. What is meant by halo effect? How does it affect Perception?

5. Distinction between Leader and Manager.
6. Elaborate the different sources of Power.

7. What is OD? How is it undertaken by the organizations?

8. Discuss the various level of Organizational Consciousness.

PART B — (5 × 8 = 40 marks)

Answer any FIVE questions.

9. Describe the Nature and Scope of OB.

10. "Supportive and collegial models of OB are especially appropriate for use in the more affluent nations". Do you agree or disagree? Discuss.

11. What are the various theories of Personality? According to you, Which theory is more Comprehensive? Give reasons.

12. Examine the sources of stress and How can stress be coped with?

13. "A Leader is developed and not born. Do you agree with this? Elucidate.

14. What is Organization climate? Evaluate the various dimensions of Organization climate.

15. "Resistance to change is a normal part of the process of change". Discuss. What techniques would you use in overcoming such resistance.

16. Examine the Emerging trends in Organizational behavior with suitable examples.

PART C — (1 × 15 = 15 marks)

Answer the following.

17. Case study : Compulsory :

Two companies X and Y producing 40 count cotton yarns with similar levels of investment, size, and labor force have been competing with each other. All their costs, such as raw materials, power, wages, administrative, sales, interest, and depreciation expenses, have been the same. Company X has been earning around 1.2 times of the net profit level when compared to the net profit earned by company Y. The management of company Y appointed a taskforce to find out the reasons for the same. On detailed analysis carried over by the task force, it was found that the motivation level of employees of company