

**MC-102**

**West Bengal State University**  
**M.Com. Examination, 2015**  
**SEMESTER - I**  
**ORGANISATION BEHAVIOUR**  
**( NEW SYLLABUS )**  
**( MC - 102 )**

Duration : 2 Hours

Full Marks : 35

*The figures in the margin indicate full marks.*

**Group - A**

Answer any *five* questions.

5 × 1 = 5

1. What are the stages of group development ?
2. What are the tools used to create and sustain culture ?
3. What are the derivations of 'Big Five Framework' theory of leadership ?
4. What is the main essence of Trait Theory ?
5. What do you mean by cognitive dissonance ?
6. What do you mean by personality ?
7. What do you mean by perception ?
8. What is attitude ?

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**Group - B**

Answer any *two* questions, taking *one* each from **Part-I** and **Part-II** .

**Part - I**

Answer any *one* question.

1 × 5 = 5

9. What is a work group ? How does a team differ from a work group ? 1 + 4
10. 'Group decisions are better than individual decisions.' Comment.

**Part - II**

Answer any *one* question.

1 × 5 = 5

11. 'Age has been found to be negatively correlated to employee turnover.' How would you explain this ?
12. What do you mean by learning ? Differentiate between ratio schedule and interval schedule. Compare the effectiveness of fixed interval schedule and variable interval schedule of reinforcements. 2 + 1 + 2

**Group - C**

Answer any *two* questions taking *one* each from **Part-I** and **Part-II** .

**Part - I**

Answer any *one* question.

1 × 10 = 10

13. a) What is the main emphasis of situational leadership theory ?
- b) Why do you think it has been incorporated in the training programmes of many Fortune 500 companies ?
- c) Explain what leadership style needs to be adopted in the different contingency situations of the followers. 2 + 2 + 6
14. a) Define organisation culture.
- b) What are the dimensions of culture ?
- c) Explain its role in the functioning of an organization. 2 + 5 + 3