



K25P 1927

Reg. No. :

Name :

**II Semester M.Com. Degree (C.B.C.S.S. – O.B.E. – Reg./Supple./Imp.)
Examination, April 2025
(2023 and 2024 Admissions)**

CMCOM 02C10 : ORGANISATIONAL BEHAVIOUR

Time : 3 Hours

Max. Marks : 60

SECTION – A

Answer **any five** questions in this Section. **Each** question carries **3** marks.

1. What is organisational behaviour ? Discuss the major challenges facing OB.
2. Discuss the term “attitude” in organizational behaviour and how attitudes can impact employee behaviour and organizational outcomes.
3. Elucidate the perception and also state the factors influencing perception.
4. Write a note on the motivation theory of “Adams Equity Theory”.
5. How can reinforcement theory be used to improve employee performance ?
6. Discuss the important characteristics of organisational culture. State the factors influencing organisational culture. **(5×3=15)**

SECTION – B

Answer **any three** questions in this Section. **Each** question carries **5** marks.

7. Explain the concept of “organizational change” and discuss the different types of change.
8. Discuss the major personality traits that influence organisational behaviour and explain its impact on employee performance.
9. Define the term group development and explain the stages of group development.

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10. Differentiate between Herzberg's Two-Factor Theory (Hygiene and Motivators) and discuss the implications for job design and employee satisfaction.
11. Prepare a note on transactional analysis and give one example for each type of transaction. **(3×5=15)**

SECTION – C

Answer **any three** questions in this Section. **Each** question carries **10** marks.

12. Explain Maslow's Hierarchy of Needs Theory and how it can be applied to motivate employees in a workplace.
13. Explain the nature and scope of OB. Explain the organizational behaviour models.
14. Describe the different types of conflict that can arise in organizations and suggest strategies for managing conflict effectively.
15. Define theory of learning and also state the managerial implication of the classical conditioning theory in understanding human behavior.
16. Explain the different factors influencing the individual behavior in work place. **(3×10=30)**

