



**LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034**

**M.Com. DEGREE EXAMINATION - COMMERCE**

**FIRST SEMESTER – NOVEMBER 2011**

**CO 1809 - ORGANISATIONAL BEHAVIOUR**

Date : 05-11-2011

Dept. No.

Max. : 100 Marks

Time : 1:00 - 4:00

**PART-A: Answer all questions.**

**(10 x 2= 20 marks)**

1. What is innovation?
2. Explain Hofstede's 'Masculinity-Feminity' continuum.
3. What is 'need for affiliation'?
4. Explain briefly, the term 'achievement motivation'.
5. Is there value in 'Flexi-time'?
6. Mention any three phobia's which affect employees.
7. What is Reward power?
8. Mention any two purposes of '360°Evaluation.'
9. Identify three ways to achieve 'group cohesion.'
10. What is the relevance of 'accommodation' in the context of conflicting situations?

**PART-B: Answer any FIVE.**

**(5 x 8 = 40 marks)**

11. Is giving 'idiosyncratic credit a good management technique in organisations?
12. Is workforce diversity a key to better work-life balance?
13. Can personality and the elements of nature be connected? How true is this association?
14. How does a Manager balance 'task and welfare' orientation to achieve optimal organisational performance?
15. What are desirable behaviour among employees? How does positive Reinforcement help?
16. Comment on Virtual Social Networking Norms?
17. What is your assessment of the Quality of Work Life in modern Indian Organizations?
18. Will tolerance to ambiguity lead to stress? What solutions do you offer?

**PART-C: Answer any TWO.**

**(2x 20= 40 marks)**

19. Comment on the various displays of 'Power' and 'politics' in organisations. Comment with examples.
20. Explain the ERG theory. How does it compare with the Maslow and Herzberg's theories?
21. Describe an Ideal Job Design for a college teacher, keeping in mind involvement, interest, performance, perks, job rotation and satisfaction in mind. How can Allport's six value categories help?

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