

2031  
Master of Commerce  
First Semester  
MC-104: Organization Theory and Behaviour  
(Same for USOL candidates)

Time allowed: 3 Hours

Max. Marks: 80

**NOTE:** Attempt five questions in all, selecting atleast one question from each Unit.

x-x-x

**UNIT – I**

- I. Discuss and distinguish between authority and power. Discuss the various bases and sources of power in organizations. What is meant by power tactics? (16)
- II. Discuss the various foundations of individual behavior. Discuss the role of values, attitudes, personality and emotions in shaping the behavior of an individual. (16)
- III. Write short notes on the following:-
  - a) Challenges and Opportunities to OB.
  - b) Perceptual Process and its Various Stages. (16)

**UNIT – II**

- IV. Discuss the significance of employee motivation for organizational development. Discuss the contribution of understanding Maslow's need hierarchy for understanding employee motivation. (16)
- V. Discuss the process forming effective groups in organizations by the application of Transactional Analysis in group training.
- VI. Write short notes on the following:-
  - a) Organizational Communication.
  - b) Decision Making Process in Organizations. (16)

**UNIT – III**

- VII. Discuss and distinguish between the behavioral approach and situational approach to leadership and the various contemporary issues in leadership. (16)
- VIII. Write short notes on the following:-
  - a) Bases of Power in Organizations.
  - b) Organizational Conflict Resolution Strategies. (16)

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(2)

**UNIT – IV**

- IX. What is organizational development? Discuss the various determinants of organizational development and the role of organizational culture for organizational development. (16)
- X. Write short notes on the following:-
- a) Organizational Culture.
  - b) Organizational Stress. (16)

x-x-x