



## **INDIAN INSTITUTE OF MANAGEMENT & COMMERCE**

**DEGREE & P.G COLLEGE, An Autonomous College**

**Sponsored by VASAVI FOUNDATION & Affiliated to OSMANIA UNIVERSITY**

**RE-ACCREDITED BY NAAC WITH "A+" GRADE**

**An ISO 21001 : 2018 Certified College**

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Course: M.Com. I Year      Semester-I

Subject: ORGANIZATION THEORY & ORGANIZATION BEHAVIOUR

### **QUESTION BANK**

Unit – I

Short Answer Questions:

1. Concept of Organization
2. Features of Organization
3. Human Relations Approach
4. Concept of Organization Behaviour
5. Challenges of OB
6. Opportunities of OB
7. Contingency Approach
8. Features of OB

Long Answer Questions:

1. Define Organization Theory. Explain the modern organization theory.
2. Discuss Neo-Classical Organisation Theory.
3. Explain the Challenges & Opportunities of OB.
4. Discuss Systems Approach & Contemporary Approach.
5. Elucidate the scope of OB.

Unit – II

Short Answer Questions:

1. Personality
2. Attitude
3. Behaviour
4. Perception
5. Group Norms
6. Group Cohesiveness
7. Team Effectiveness
8. Big Five Personality Factors
9. Personality Determinants
10. Individual & Group Behaviour

### Long Answer Questions:

1. Explain the factors influencing Individual Behaviour.
2. Discuss various Personality Determinants.
3. Explain the factors influencing Perception.
4. Explain Attitude Formation & Attitude Change.
5. Elucidate the Stages of Group Development.
6. Explain the important factors influencing team effectiveness.
7. Explain the process of decision making process in a group.

## Unit – III

### Short Answer Questions:

1. Motivation
2. Morale
3. Culture
4. Theory Z
5. Expectancy Theory
6. Cultural Dimensions
7. Need Hierarchy
8. Porter's Theory of Motivation

### Long Answer Questions:

1. Explain Maslow's Theory of Motivation with a suitable diagram.
2. Define Motivation. Explain Herzberg's Theory of Motivation.
3. Discuss McClelland Theory of Motivation.
4. Explain the factors influencing Morale.
5. Describe the characteristics of organizational culture.
6. Explain how culture is formed and sustained in the organization.
7. Explain Vroom's Expectancy Theory of Motivation.
8. Justify the concept of changing a culture.

## Unit – IV

### Short Answer Questions:

1. Meaning of Power
2. Sources of Power
3. Faces of Power
4. Politics
5. Functional Conflict
6. Dysfunctional Conflict
7. Concept of Stress
8. Sources of Stress
9. Managing Stress
10. Cultural Differences Vs Individual Differences

### Long Answer Questions:

1. Explain various sources of Power.
2. Enumerate various tactics to gain Power.
3. Define Politics. Explain various characteristics of Politics.
4. Elucidate negative aspects of Politics.
5. Explain the Process of Conflict and how it should be managed?
6. What are the various consequences of Stress.

## Unit – V

### Short Answer Questions:

1. Define Leadership
2. Leadership Styles
3. Managerial Grid
4. Path Goal Theory
5. Tri-Dimensional Approach
6. Communication
7. Elements of Communication
8. Formal & Informal Communication
9. Verbal & Non-Verbal Communication
10. Types of Change Approaches

### Long Answer Questions:

1. Define Leadership and Management. Explain various Leadership Styles.
2. Enumerate various Leadership Theories.
3. Explain the Behaviour Model of Leadership.
4. Explain the concept, significance and process of Communication.
5. Distinguish between Formal & Informal Communication.
6. Explain various barriers of Communication.
7. Explain various challenges contributing to Organizational Change.
8. Explain various types of Change Approaches.
9. Enumerate various Contemporary Issues in Change.
10. Explain the concept of organizational change.

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