

8. (a) State the concept of Halo Effect with examples. 5
- (b) Briefly discuss the role of incentives in the field of Human Resource Management. 5

Full Marks : 70

Time : 3 hours

Q. No. 1 is compulsory and answer any five out of the rest seven questions

The figures in the right-hand margin indicate marks

1. Answer the following : 2 × 10
- (i) What is organisational behaviour ?
- (ii) Draw a perceptual process model.
- (iii) What is classical conditioning in learning ?
- (iv) The tripartite division of personality into id, ego and superego is coming under _____ theory of personality.
- (v) State one positive and negative aspect of free rein style of leadership.

- (vi) When is conflict inevitable and desirable in an organisation ?
- (vii) What do you mean by management by objectives ?
- (viii) How is performance management different from performance appraisal ?
- (ix) Give examples of intra and inter personal behaviour.
- (x) What do you mean by EPRG used in international organisational behaviour ?
2. (a) Organisational behaviour is the study of human behaviour. Examine the statement. 5
- (b) Briefly discuss the managerial implications of learning principles. 5
3. (a) What is a personality inventory ? 5
- (b) State the application of principle of Proximity in perceptual grouping with the help of an example. 5

4. (a) Draw the communication process model and state how noise stands as a barrier to communication. 5
- (b) How do open groups differ from closed groups ? 5
5. (a) Briefly discuss the three ego states assumed under Transactional Analysis. 5
- (b) Spell out clearly the differences between leaders and managers. 5
6. (a) State the impact of culture on organisation's effectiveness. 5
- (b) Give examples and state the meaning of Organisational change. What is the importance of change ? 5
7. (a) Evaluation of a training programme is equally important as organising a training programme. Why ? 5
- (b) What is interpersonal behaviour in global perspective ? 5