

Question Bank

CC-11 (Organisational Behaviour)

Unit-1

Short questions

1. OB model responsive to Indian reality
2. Contingency variable
3. Work force diversity
4. Productivity
5. Dependent variable
6. Absenteeism
7. Turn over
8. Job satisfaction
9. Group level variable
10. Individual level variable

Long questions

1. What is organizational behavior? Discuss the contribution of Taylor
2. What is organizational behavior? Discuss the contribution of Weber and Fayoll
3. What are the major behavioural science disciplines that contribute to OB?
4. Why are there few absolutes in OB? What are the challenges and opportunities for managers in using OB concepts?
5. What are the three levels of analysis in this book's OB model?
6. Discuss different OB perspectives briefly.
7. What is organizational behavior? Discuss open system approach of OB.
8. What is organizational behavior? Discuss human relation perspective of OB.
9. What is organizational behavior? Discuss sociocultural approach of OB.

Unit-2

Short questions

1. What managers do?
2. What is organization

3. Management function
4. Decision making roles
5. Conceptual skills
6. Humanistic skills
7. Interpersonal role
8. The bureaucracy
9. The matrix structure
10. Team structure
11. Formalization
12. Centralization
13. Chain of command
14. Span of control

Long questions

1. How are OB concepts addressed in management functions, roles and skills?
2. Define organizational behavior? Relate it to management
3. What is organization? Is the family unit an organization? Explain
4. Identify and contrast the three general management roles?
5. What is the importance of interpersonal skills?
6. What do managers do in terms of functions, roles, and skills?
7. What are the six key elements that define an organization's structure?
8. What is a bureaucracy, and how does it differ from a simple structure?
9. What is a matrix organization? What are the characteristics of a virtual organization?
10. How can managers create a boundaryless organization? Why do organizational structures differ, and what is the difference between a mechanistic structure and an organic structure?
11. What are the behavioral implications of different organizational designs?
12. What is organizational behavior (OB)? What shortcuts do people frequently use in making judgments about others?
13. What is the link between perception and decision making? How does one affect the other?
14. What are some of the common decision biases or errors that people make?
15. What are the influences of individual differences, organizational constraints, and culture on decision making?

16. Are unethical decisions more a function of an individual decision maker or the decision maker's work environment? Explain.
17. Are leadership and management different from one another? If so, how?
18. What is the difference between trait and behavioural theories? Are the theories valid?
19. What are the main limitations of behavioral theories of leadership?
20. What is Fiedler's contingency model? Has it been supported in research?
21. How do charismatic and transformational leadership compare and contrast? Are they valid?
22. What is authentic leadership? Why do ethics and trust matter to leadership?
23. How is mentoring valuable to leadership? What are the keys to effective mentoring?
24. How can organizations select and develop effective leaders?

Unit-3

Short questions

1. Define power
2. Formal power
3. Dependency
4. Coalitions
5. Reality of politics
6. Impression management
7. Power tactics
8. Personal power
9. Reinforcement theory
10. ERG theory
11. Intrinsic motivation
12. Extrinsic motivation

Long questions

1. What are the three key elements of motivation?
2. What are some early theories of motivation? How applicable are they today?
3. How do the predictions of self-determination theory apply to intrinsic and extrinsic rewards?
4. What are the implications of employee engagement for management?

5. What are the similarities and differences between goal setting theory and management by objectives?
6. What are the similarities and differences between reinforcement theory and goal-setting theory?
7. How is organizational justice a refinement of equity theory?
8. What are the key tenets of expectancy theory?
9. What are some contemporary theories of motivation and how do they compare to one another?
10. What is the job characteristics model? How does it motivate employees?
11. What are the three major ways that jobs can be redesigned? In your view, in what situations would one of the methods be favored over the others?
12. What are the three alternative work arrangements of flextime, job sharing, and telecommuting? What are the advantages and disadvantages of each?
13. What are employee involvement programs? How might they increase employee motivation?
14. What is variable pay? What are the variable-pay programs that are used to motivate employees? What are their advantages and disadvantages?
15. How can flexible benefits motivate employees? What are the motivational benefits of intrinsic rewards?
16. What is power? How is leadership different from power?
17. What are the similarities and differences among the five bases of power?
18. What is the role of dependence in power relationships? What are the nine most often identified power or influence tactics and their contingencies?
19. What is the connection between sexual harassment and the abuse of power?
20. What are the causes and consequences of political behavior?
21. What are some examples of impression management techniques?
22. What standards can you use to determine whether a political action is ethical?

Unit-4

Short questions

1. How the selection process work
2. Initial selection

3. Substantive selection
4. Contingent selection
5. Types of training
6. Evaluating effectiveness
7. Performance evaluation
8. Providing performance feedback
9. Diversity training
10. Work life conflicts
11. Training methods

Long questions

1. What is initial selection? What are the most useful methods?
2. What is substantive selection? What are the most useful methods?
3. What is contingent selection? What are the arguments for and against drug testing?
4. What are the similarities and differences among the four main types of training?
5. What are the similarities and differences between formal and informal training methods?
6. What are the similarities and differences between on-the-job and off-the-job training?
7. What are the purposes of performance evaluation? What are the methods by which it can be done?
8. How can managers improve performance evaluations? How can organizations manage work-family conflicts?
9. What forces act as stimulants to change, and what is the difference between planned and unplanned change?
10. What forces act as sources of resistance to change? What are the four main approaches to managing organizational change?

