

Roll No.....  
Total No. of Questions: [11]

Total No. of Printed Pages: [01]

**M.Com. (Semester – 1<sup>st</sup>)**  
**ORGANIZATIONAL BEHAVIOUR**  
**Subject Code: MCOM1104**  
**Paper ID: [210104]**

**Time: 03 Hours**

**Maximum Marks: 60**

**Instruction for candidates:**

1. Section A is compulsory. It carries 16 marks. It consists of 4 questions of 4 marks each.
2. Section B consist of 4 questions of 8 marks each. The student has to attempt any 3 questions out of it.
3. Section C consist of 3 questions of 10 marks each. The student has to attempt any 2 questions.

**Section – A (4 marks each)**

- Q1. Define personality and explain its determinants in organizational behavior.
- Q2. Describe the concept of job satisfaction and list two factors that influence it.
- Q3. Explain the term "group dynamics" and discuss its impact on organizational performance.
- Q4. Define resistance to change and provide two examples of how it manifests in organizational settings.

**Section – B (8 marks each)**

- Q5. Define organizational behavior and explain its importance in modern business management.
- Q6. Discuss the role of motivation in organizational behavior. How can managers motivate employees to enhance performance and productivity?
- Q7. Discuss the various types of conflict that can arise within organizations. How can managers effectively manage and resolve conflicts?
- Q8. Why is it important to handle power & politics in an ethical manner? What might happen if employees felt that their bosses are using power in an unethical manner?

**Section – C (10 marks each)**

- Q9. Compare and contrast the trait theory and behavioral theory of leadership. Discuss their strengths and limitations.
- Q10. Discuss the importance of stress management in the workplace. How can organizations support employees in managing stress effectively?

Q11. Describe the process of decision-making in organizations. Explain factors that can affect group decision-making.