

**ORGANISATIONAL BEHAVIOUR AND
INDUSTRIAL PSYCHOLOGY**

Time : 3 hours

Full Marks : 70

Instructions :

- (i) All questions carry equal marks.
- (ii) There are **NINE** questions in this paper.
- (iii) Attempt **FIVE** questions in all.
- (iv) Question No. 1 is compulsory.

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1. State whether the following statements are True or False (any seven) :

- (a) Organisational behaviour is both a science and an art. **T**
- (b) Leadership is a personal quality and it involves interpersonal influence. **F**
- (c) Id is a state of human mind which regulates and integrates the inner motives and conflicting demands, defends the person by using defence mechanism.

- (d) Perception is a process by which individual organise and interpret their sensory impression in order to give meaning to their environment.
- (e) Hawthorne studies had taken an account that strict control have to be exercised in the organisation.
- (f) Combination of two or more individuals for a common goal with a common minimum programme is called as coalition.
- (g) In an organisation, responsibility of a person should be more than his authority.
- (h) Organisation development and management development are synonymous.
- (i) People form group to satisfy instinct of belongingness and for social and mental security.
- (j) Project organisation is permanent in nature.

2. What are the common barriers to communication? How can these be overcome?

3. What are the various theories of personality development? Discuss the Freudian psycho-analytic theory of personality development.

4. What were Hawthorne experiments? Discuss the findings of Hawthorne experiments.
5. Discuss Maslow's need hierarchy theory of motivation. Discuss its importance.
6. Define organisational conflicts. What are the various forms of conflicts that can occur within an organisation?
7. What do you understand by group cohesiveness? Discuss the various factors affecting group cohesiveness.
8. What is perception? Discuss the various factors influencing perception.
9. What do you understand by organisational effectiveness? State the method of approaches and describe goal approach.