

TRIBHUVAN UNIVERSITY

2079

B.B.S. 4 Yrs. Prog./ II Year / MGMT

Organizational Behavior and HRM

(MGT 223) (New Course)

Full Marks: 100

Time: 3 hrs.

Candidates are required to give their answers in their own words as far as practicable.

The figures in the margin indicate full marks.

Group "A"

Brief Answer Questions

[10×2=20]

Attempt ALL questions.

1. What is cognitive dissonance?
2. Point out any two factors affecting perception.
3. Define the term 'emotion'.
4. List out any two significance of informal groups.
5. What do you mean by resistance to change?
6. List out any two objectives of human resource management.
7. Point out any two benefits of training.
8. What is management development?
9. What is effective reward?
10. What do you mean by green HRM?

Price level
object level
Simantic level
Contextual level

Group "B"

*organization
behaviour*

[5×10=50]

Descriptive Answer Questions

Attempt any FIVE questions.

11. State and explain the different levels of OB analysis. [10]
12. Distinguish between cognitive learning and social learning with an example. [10]
13. How does Job satisfaction effect on employees' performance? Describe. [10]
14. Why is human resource planning (HRP) required in an organization? Explain. [10]
15. Explain in brief any two methods of performance appraisal. [5+5]
16. What are the general guidelines in administrating employee's discipline? Explain. [10]

Group "C"

Analytical Answer Questions

[2×15=30]

Attempt any TWO questions.

17. Critically examine the major personality attributes influencing organizational behaviour. [15]
18. Discuss the nature and sources of conflict in organization. Is conflict always bad? Why or why not? [15]
19. How do decision markers & senior management realize the need for managing talent in the organization? Discuss. [15]

□.

After

Points ? nature.
source