

Question Bank

Ch- 1

1. “Since Behavior is generally predictable, there is no need to formally study OB”. Discuss.
2. What are the three levels of analysis in OB Model? Are they related? If so, how?
3. Define OB and explain the history and developments in the field of OB?
4. Discuss the various cognitive functions like intelligence, creativity and problem solving.
5. What do you understand by Learning? Explain the process of learning with an example.
6. Explain the importance of organizational behavior in the field of management.
7. Explain the theories of learning with an example.

Ch- 2

1. Most People believe that biological factors are important in determining the personality of a person” Comment on this statement by taking various biological factors relevant for personality and their impact.
2. How does perception affect the organizational processes? What role does perception play in the field of OB?
3. What do you understand by attitude? Discuss the various components of attitude with example.
4. Differentiate between attitude, behavior, values and perception.
5. Discuss the various factors affecting the perception of employees in an organization.
6. Explain the various theories of personality with their implications in the field of Management.
7. “People resist change for the sake of resistance” Comment
8. “Change is highly important to the success of an organization but many people have the tendency covertly to resist it” Explain this statement and point out the reasons for resistance to change.
9. “Resistance to change is an irrational response” Do you agree or disagree? Explain.
10. Discuss the change and its effect on employees and organization? Discuss how a manager manages change effectively?
11. Even organizations which we consider to be ideal ones are not free from conflicts” Can you apply your theoretical knowledge to explain how conflicts arise in any organization”.
12. Are conflicts functional or dysfunctional? Is elimination of all conflicts possible? Why?
13. Explain the nature and sources of conflict in the organization?
14. “Both too low and too high levels of conflict have deleterious effects on organization performance” Discuss.
15. Discuss conflict resolution techniques? What are the strengths and weaknesses of each?

Ch- 3

1. Motivation is a product of values one seeks and ones estimation of the probability that a certain action will lead to these values. Discuss the idea contained in the statement.
2. What can the management do to satisfy the various levels of workers as shown in Maslow's Model
3. "Expectancy theory is one of the most complex intricate and logical theories of motivation" Examine the truth in this statement.
4. Compare and contrast Maslow's Hierarchy of needs theory with Herzbergs two factor theory.
5. Write short note on:
 - a) Theories of Motivation
 - b) Importance of Motivation.
6. Does Motivation come from within a person or is it a result of the situation? Explain.
7. Why people behave differently? What role a motivation plays in an organization?

Ch-4

1. “Leadership is the process by which an executive directs, guides and influence the work of other” Explain. Also discuss the significance of leadership in management.
2. “A good leader is not necessarily a good manager” Discuss this statement and compare leadership with management.
3. “Leader effectiveness is contingent upon whether the style used is appropriate to the demands of the situation.” Critically examine the leadership theory that advocates this view.
4. “Most effective leaders show great concern for both the task and people” Comment on the validity of the statement providing a theoretical framework
5. What is the managerial grid? Contrast its approach to leadership with the approaches of the Ohio State and Michigan Groups.
6. Develop an example in which you operationalize the path-goal theory.
7. Write Short Note on:
 - a. Free-Rein Leadership
 - b. Managerial Grid
 - c. Behavioral approach to leadership.
8. Is leader a born or made? Justify your views with contemporary examples.
9. Explain the contingency theories of leadership with example.

Ch- 5

1. The focus of OD is on Organizations and making them functions better, that is, on total system change'. Elaborate the comment. 2. What are the goals of an OD program? 3. Organizational Development is all about change. Explain how OD practices help in bringing about change in the Organization.
2. Discuss the approaches and implementation process of organizational development.
3. What are the basic functions of organization culture? Describe the basic element and determinants of organization culture?
4. What is OD Intervention? Discuss any two types of Intervention and their significance to the organization.
5. How does organization culture create its impact on workforce? Suggest measures for developing organization culture?
6. How does a strong culture affect an organization's efforts to improve diversity?
7. How to create and sustain a good organization culture?
8. What do you mean by organization Culture? Why culture is important in an organization?
9. How employees learn culture? What are the factors affecting organizational culture?
10. What do you understand by organizational politics? Discuss the causes of politics in an organization with example.
11. Write a short note on Impression Management and Defensive Behavior.