		T. Y. B. Com Sem- I	Psychology At work (IP) Regulor Exam
•	Pa	,	ogy of Human Behaviour at work Paper - I Exam $0(\tau - 201)$ 15/10/2019
	Time	: 3 hours]	Marks: 100
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		Please check whether you h	have got the right question paper
٨	N.B. 1) All questions are compulsory.	
	2	2) Figures to the right indicate marks.	
Q.1	A	Complete the following statemen	ts by selecting the appropriate answers 10
		(any 10)	
	1)		defining goals, establishing strategy and
		developing plans to coordinate acti	
		a) Planning	b) Leading
	2)	c) Controlling	d) Organizing form duties which are ceremonial and symbolic
	2)	in nature are called	orm duties which are ceremonial and symbolic
		a) figurehead	b) monitor
		c) leader	d) negotiator
	3)		monitoring activities to ensure they are being
		accomplished as planned and corre	cting any significant deviation.
		A) Conceptual	b) Decisional
		c) Leading	d) Controlling
	4)	ents either favourable or unfavourable about	
		objects people or events.	
		a) Attitudes	b) Motives
		c) Beliefs	d) Actions
	5)	The emotional or feeling segment of	
		a) affective	b) cognitive
	6)	c)behavioral	d) motivational alloyees belief in the degree to which they
	0)		competence, meaningfulness of their job and
		perceived autonomy.	competence, meaningtainess of their job and
		a)Psychological empowerment	b) Organizational commitment
		c) Job engagement	d) Job involvement
	7)	Affection, belongingness, acceptant	
		need.	ce, and mendship are elements of
		a) basic	b) social
	. 4	c) safety	d) esteem
,	8)	McClelland's Theory of needs focus	ses on needs.
		a) five	b) two
		c) three	d) six

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	9)	is the perceived degree to which one is treated with dignity and					
		respect.					
		 a) Distributive justice 	b) Interactional justice				
		c) Procedural justice	d) Organizational justice				
	10) are better predictors of the emergence of leaders.						
		a) Behavior	b) Traits				
	11)	 c) Educational qualifications Relationship oriented leaders perfo 	d) Followers				
	11)	rm better in situations. b) Extremely unfavorable					
		a) Extremely favorablec) Slightly favorable	d) Moderately favorable	33			
	12)		tes that followers make attributions of heroic				
	,	or extraordinary leadership abilities when they observe certain behaviors.					
		a) Charismatic	b) Transactional				
		c) Transformational	d) Mentoring				
Q.1	В	State whether the following states		10			
	1)	Leading involves motivating employees, directing others, selecting the most					
	•	effective communication channels and resolving conflicts.					
	2)	When the manager is responsible for motivating and directing employees he is					
	2)	performing a figurehead role	a network of outside contact that provide				
	3)	favors and information.	a network of outside contact that provide				
	4)						
	4) 5)	Attitude has two components.	attitude is a description of or belief in the way				
	3)	things are.	attitude is a description of or belief in the way				
	6)	In organizational commitment an employee identifies with a particular					
		organization and its goals and wishes to remain a member.					
	7)	Aptitude measures how long a person can maintain effort.					
	8)	Frederick Herzberg proposed the To	wo-Factor Theory of Needs				
	9)	The perceived fairness of the amour individuals is known as distributive					
	10)		that account for an individual's intensity,				
	10)	direction and persistence of effort to	2.6 2.6 2.6 2.6 2.6 2.6 2.6 2.6 2.6 2.6				
	11)	Target is a long-term strategy for att	- 10				
	12)		vate their followers in the direction of				
		established goals by clarifying role a	and task requirements.				
2.2	A	Answer any two of the following		15			
8 18	a)		ganization. Explain the various skills used by				
		a manager in an organization.	Condition to the Condition of the Condit				
	b)	"Organizational Behavior is an appl contributions from a number of behavior					
,	0)	How do managers cope with globali	· · · · · · · · · · · · · · · · · · ·				
	۷)	environment?	and mamain a positive work				
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Q.3		Answer any two of the following	3-1			
	a)	Name the major job-related attitudes. Explain in detail any two major job-related attitudes.				
	b)	Write a detailed note on job satisfaction and explain its relationship to absenteeism and turnover.				
	c)	Explain the exit-voice-loyalty-neglect model.				
Q.4		Answer any two of the following				
	a)	Describe the three elements of motivation. Explain the theory of needs by McClelland.				
	b)	Write a detailed note on goal setting theory.	'OL :			
	c)	Explain the Equity theory of motivation.				
Q.5		Answer any two of the following	. 1.5			
	a)	Discuss Fred Fiedler's contingency model of leadership.	15			
	b)	Explain transformational leadership.				
	c)	Who is a mentor? Explain the two functions associated in a mentor and protégé				
		relationship.				
Q.6		Write short notes on (Any four)	•			
		a) Managerial roles	20			
		b) Job satisfaction and work place deviance				
		c) Measurement of job satisfaction				
		d) Theory X and Y				
		e) Expectancy theory of motivation				
		f) Behavioral Theories of Leadership				
		2				