

2026

(FYUGP)

(6th Semester)

PSYCHOLOGY

(MAJOR)

Paper : C-PSY-12T

(**Organizational Behaviour**)

Full Marks : 75

Pass Marks : 40%

Time : 3 hours

The figures in the margin indicate full marks for the questions.

1. (a) Define organizational behaviour. Trace the historical development and the approaches leading up to today's organizational culture. 2+13=15

Or

- (b) Identify the key elements of organizational behaviour. Describe the core principles of Weber's bureaucracy and explain its significance in management. 5+10=15

2. (a) What is job attitude? Elaborate on the impact of job satisfaction and its importance on organizational outcome.

3+12=15

Or

- (b) Give a detailed account on organizational commitment. Mention the consequences of low level of organizational commitment.

10+5=15

3. (a) Elucidate on Herzberg's two-factor theory. Explain how managers can apply this theory to increase motivation.

8+7=15

Or

- (b) Elaborate on Vroom's expectancy theory in understanding work motivation.

15

4. (a) Mention the primary characteristics of organizational culture. Describe its major forms and explain how a positive organizational culture can be created.

5+10=15

Or

- (b) What are power and influence? Distinguish between the various forms of individual power and influence tactics in organization.

3+12=15

5. (a) Distinguish between formal and informal communications in organization. Mention some steps to facilitate effective communication. 10+5=15

Or

- (b) Elaborate on the use of electronics in organizational communication along with its benefits and challenges. 15

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