

DEPARTMENT OF MANAGEMENT STUDIES

Question Bank

Behavioral Science

UNIT 1

1. What do you understand by Organizational Behaviour? Discuss its nature and scope.
2. Why OB is studied as a subject? Explain how the knowledge of OB is useful to a manager in real life.
3. Write note on
 - a) Approaches to OB
 - b) Models of OB
 - c) Organizational effectiveness
4. What is Individual differences? Explain how knowledge of individual differences is useful for managers to manage human behaviour in organizations?
5. Why are organizations called social invention? Why are the people in the organization more important than the capital, equipment or buildings?
6. Define biographical characteristics. What value does its information have for managers?
7. "Behavior is generally predictable, so there is no need to formally study O.B." Do you agree with this statement? Give reasons in support of your answer.
8. What are various fields that have contributed to the field of organizational behaviour? Explain their contributions
9. Define organizational behavior and explain the need of understanding human behaviour in organizations? Explain the assumption about human behaviour in the context of an organization.
10. Explain SOBC model as an Input-Output system Discuss Individual Behaviour in an organization within the conceptual framework as Input- Output systems. Explain with suitable examples.

UNIT 2

1. “ Define personality. What are various factors that shape individual personality?
2. What is personality? What are its determinants? Which of them are more important to make personality amenable for corporate world?
3. How does personality determine the behavior of the individual?
4. Explain the word ‘Personality’. Explain any one theory of personality in detail
5. Define values. Can we classify values? Why are values important in understanding individual and organizational behavior?
6. What do you mean by value? Discuss the various types of values and explain how they influence the behavior of an individual?
7. What is the concept of attitudes? How do attitudes differ from behavior, opinions and beliefs? How do attitudes affect behavior?
8. What do you understand by attitude? What are its components? How is an attitude formed?
9. How is Emotional Intelligence important for people? Discuss the areas in which Emotional Intelligence can be applied in organization.

UNIT 3

1. Define perception. What are the various factors that affect perception
2. How Sensation is different from Perception?
3. Perception is a complex cognitive process and differ from person to person”. Discuss
4. What are the implications of perception for management ? Discuss the perceptual process in detail
5. What is Learning? Explain Theories of Learning in brief.
6. Learning leads to change in human behavior”. Comment.
7. Differentiate between Classical Conditioning and Operant Conditioning Theory.
8. What do you understand by Leadership? Discuss Behavioural Theories of leadership.
9. Is leader different from Manager? Give reason
10. Identify the leadership styles describing the situations under which each style is useful.
11. Define leadership. What are the various qualities a leader should possess?

12. Define Motivation. Explain following theories:

a) Maslow's Need Hierarchy Theory

b) Herzberg Two Factor Theory

13. Define the term motivation. Explain its importance to a modern enterprise?

UNIT 4

1. Is a group different from team? Justify
2. What are the stages of Group development? Explain it with the help of any organizational set up.
3. Why do people join groups?.
4. What are group dynamics? Also explain the role of group norms?
5. Explain what happens in each of the 5 stages of group development?
6. What is the importance and need for team building and development
7. What is group cohesiveness? What factors contribute to group cohesiveness.
8. Discuss the nature of groups in an organization. What kinds of group are usually formed.
9. What is a work team? What are the various benefits organization can reap by implementing work teams?

UNIT 5

1. What is Transactional Analysis? Explain three Ego states & various types of transactions between 2 persons with the help of suitable diagrams.
2. Transactional analysis offers a mode of expression of personality and dynamics of self and its relationship with others." Explain the above statement
3. What do you understand by Conflict? Why there is a requirement to study this concept in Organizational Behaviour?
4. Explain the concept of Functional and Dysfunctional conflict
5. Explain Thomas Conflict Resolution Model
6. What do you understand by cooperation and competition?
7. Define conflict. Explain the types of conflict. Under what conditions might conflict be beneficial to a group?
8. Explain the role of negotiation in resolving the conflict?