

DEPARTMENT OF HUMANITIES & SOCIAL SCIENCES
II nd Semester 2006-2007. HUL 263 Organizational Psychology

Major Test

Date: 3-5-2007

Time: 8.00 A.M.-10.00 A.M.

Max. Marks: 35

Section 1 (10 marks)

Answer any two questions. Each question is of 5 marks.

1. How do the phenomenon of social facilitation and social loafing influence the performance of individuals in organizational settings. Give examples.
2. In today's economy, where replacing employees can be an expensive proposition, it pays to be able to have a highly committed workforce. How can you promote commitment to an organization?
3. Do you believe that organizational politics is inevitable or that it can be curtailed? Explain the basis of your answer?
4. What makes charismatic and transformational leaders so special in organizations? Illustrate your answer with examples?

Section 2 (10 marks)

Answer any 4 questions. Each is for 2.5 marks.

1. What is groupthink? What is its effect on decision-making quality? Give suitable examples.
2. What role does organizational culture play in organizations and how is it created?
3. What are the basic assumptions of contingency theories of leadership? Describe any one theory.
4. What are teams and how do they differ from groups?
5. Why do people join groups?

Section 3 (10 marks)

Explain 5 of the following . (2 marks)

1. Conformity
2. Double S cube
3. Fragmented culture
4. Hygiene factors
5. Tools for transmitting culture
6. Organizational justice

Section 4 (5 Marks)

1. Hofstede defined power distance as _____.
2. Evaluative statements concerning objects, people or events are called _____.
3. A set of expected behavior patterns attributed to someone occupying a given position in a social unit is called _____.
4. It is now accepted that traits do a better job at _____ than in distinguishing between effective and ineffective leader.
5. In long term _____ power becomes referent power.