

2011

MCA

1st Semester Examination

ORGANIZATIONAL STRUCTURE

PAPER—MCA-102

Full Marks : 50

Time : 2 Hours

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

Illustrate the answers wherever necessary.

Answer Q. No. 1 and any two from the rest.

- 1. Answer in brief any three of the following : 5×3**
- (a) How do you define organizational behaviour. Give some examples of different types of organization.
 - (b) What do you mean by organizational development? Explain its different characteristics.
 - (c) What do you mean by span of control?
 - (d) "House's 'Path-Goal theory' is an important traditional leadership approach," explain.

(Turn Over)

- (e) Explain different sources of intergroup conflict.
- (f) How do you define Organizational Culture? What are the different levels of Organizational Culture?
2. Compare Maslow's Hierarchy of Needs theory with Alderfer's ERG theory.
Can an individual be too motivated so that his or her performance declines as a result of excessive effort? Discuss. 5+5
3. Define MBO. What are its different ingredients? How, you think, Employee Recognition Programme motivates employees in an organization? 3+3+4
4. What is Decision Tree? Sometimes basis and errors can lead to severe distortion in decision making. Discuss the common basis that decision makers might have. 4+6
5. Standardization plays an important role in Taylor's 'Scientific Management theory'. Explain. In spite of several advantages, scientific management was opposed by labourers, employees & trade unions. Why? 6+4

[Internal Assessment – 15]
