



THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF ENGINEERING TECHNOLOGY
BACHELOR OF INDUSTRIAL STUDIES (Industrial Management)
FINAL EXAMINATION 2007/2008

MEM 5252-ORGANIZATIONAL BEHAVIOUR AND HUMAN RESOURCES MANAGEMENT

DATE : 30th April 2008

TIME : 0930hrs – 1230hrs

DURATION : 03 Hours

043

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INSTRUCTIONS:

(a) Answer any five (05) questions.

(b) All questions carry equal marks.

1. **Define** the Organizational Behaviour and identify six disciplines relevant to the development of Organizational Behaviour and **illustrate** the contribution of each discipline with an example.
2. **Is** Herzberg's Two Factor Theory of Motivation still valid in motivating staff grade employees? **Give Reasons** for your answer.
3. **Why** do those employed in formal organizations join informal organizations? **Explain** the advantages and disadvantages of informal organizations for managers, in achieving organizational objectives?
4. **Explain** four stage process of a group formation. **When** does the group address interpersonal issues and task issues? **Justify** your answer?
5. **Would you like** to work in an autocratic, democratic or Laissez faire type work environment? **Give reasons** for your choice. **What** might be the advantages of each work environment?
6. **Explain** the concept of "Management grid" developed by Robert Blake and Jane Mouton. **Discuss** the different styles of management proposed by the Management Grid?
7. **Explain** the objectives of Human Resource Planning and **discuss** the major steps of the Human Resource Planning Process.
8. **Define** the term "Job analysis" and **list out** the Human Resources Management Activities, for which the data obtained from the Job Analysis could be utilized, in a well managed organization?

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