

# **Birla Institute of Technology and Science, Pilani**

## **HSS F323 -Organizational Psychology (Sem I; 2017-18)**

### **Comprehensive Examination (Part-B) Closed Book**

***Instructions: This paper consists of five questions. All questions are compulsory. Each question carries 6 marks.***

- 2. Define Stress? Discuss any one of the established occupational stress models and justify your choice? What type of strategies do you suggest the organizations should adopt to overcome employees' stress and enhance well-being? Elaborate.**
  
- 3. Highlight the main difference between the behavioral and contingency approach to leadership. Critically evaluate the Leader-Member Exchange (or LMX) theory of leadership. Do you think 'pressure' as an influence tactic can 'fit in' in the LMX theory. Suggest introspectively.**
  
- 4. Explain Tuckman's model of group development in your own words. Based on your reading or learning (including movie watching) experiences, briefly describe the setup, intention and inferences of the three conformity experiments. Define conformity.**
  
- 5. Discuss Gladstein's model of group effectiveness. What are the significant determinants of group effectiveness which must be kept in mind while gauging it? Elaborate.**
  
- 6. What is an Organizational Theory? What are the major determinants of any organizational design? Imagining yourself as a consultant, give your personal opinion about these determinants (that help conceive an organizations' structural framework) significance in contemporary world.**

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