

UNIVERSITI SAINS MALAYSIA

Final Examination
Semester I, Academic Session 1994/95

October/November 1994

AGW516 - ORGANIZATIONAL BEHAVIOR

Time: 3 hours

Instructions

Please make sure that this examination paper consists of TWO printed pages before you begin.

Answer questions 1 and 2 and choose 3 other questions.

Q1. (a) Describe Geert Hofstede's five dimensions of national culture. Explain each dimension by showing on a continuum how the Malays and Chinese would be similar or different.

[15 marks]

(b) Discuss the managerial implications of Geert Hofstede's cultural dimensions.

[15 marks]

Q2. What are personality characteristics of individuals and why are they so important to organisational behaviour?

[10 marks]

Q3. Discuss the components of the individual performance equation and suggest how each component and the combination of the equation should be optimised to bring about optimum performance of the worker.

[20 marks]

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Q4. Discuss some alternative job design strategies and their relationship with motivation.

[20 marks]

Q5. The effectiveness of any group is determined by the inputs with which it has to operate. Discuss how the four categories of group input factors of organisational setting, nature of the task, membership characteristics and group size may influence group operations and outcomes.

[20 marks]

Q6. (a) Discuss factors that will cause group cohesiveness.

[10 marks]

(b) How does group cohesiveness affect performance?

[10 marks]

Q7. In the situational contingency theories of leadership, leader traits and/or behaviours act in conjunction with situational contingencies to determine outputs. What are the contingency factors and how do they affect leadership style?

[20 marks]

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