

EXAMINATION QUESTIONS

in Management and organizational behaviour for the specialization: 1-26 81 01 Business Administration

1. The study of organisational behaviour and contributing fields. Basic concepts of organizational behavior.
2. Organizational behavior and the management process.
3. Concept of the psychological contract.
4. Organisational practices. The Peter principle. Parkinson's law.
5. New approaches to management and organisational behaviour.
6. Cross-cultural approach to the study of management and organisational behavior.
7. Individual differences and the factors of individual behavior
8. Personality and its determinants. Nomothetic, idiographic and complementary theoretical approaches to the personality
9. Emotions, abilities and attitudes in organizations
10. Diversity management strategies.
11. Learning in organizational behavior: significance, styles and theories
12. The perception process in organizations. Internal and external factors of the process of perceptual selection. Common perceptual distortions and errors.
13. The meaning and characteristics of motivation. Main types of needs and expectations of people at work. The blockage of a desired goal: constructive behaviour and frustration.
14. Early theories of motivation: Maslow's hierarchy of needs theory, theory X and theory Y, Herzberg's two-factor theory, McClelland's theory of needs
15. Contemporary theories of motivation: self-determination theory, goal-setting theory, self-efficacy theory, equity theory, Porter-Lawler expectancy theory.
16. Dimensions of job satisfaction contractual areas. Relationship between motivation, job satisfaction and work performance.
17. Motivation and job design. Job characteristics model
18. Employee involvement. Using rewards to motivate employees. Linking employee involvement programs and motivation theories.
19. The meaning and importance of groups and teams. Differences between groups and teams. Types of groups
20. Group properties: roles, norms, status, size, cohesiveness and diversity
21. Interactions among members of a group. Balance between the team and the individual.
22. Group decision making process and techniques
23. Characteristics of an effective work group. Group effectiveness model. Transactional analysis and Johari window.
24. The meaning of leadership. Theoretical approaches to leadership
25. Leadership effectiveness and leadership development
26. Moral aspects of leadership. Authentic, spiritual, servant and ethical leadership
27. Cross-cultural dimensions of leadership. The GLOBE perspective.
28. Definition, nature and scope of conflict. Functional and dysfunctional conflict
29. Transition of conflict: traditional, human relations, behavioural and modern approaches. Types of conflict.
30. Conflict process and conflict resolution model
31. Definition and symptoms of stress. Sources of job stress.
32. Burnout: causes and prevention
33. Management of stress: individual and organizational level strategies
34. The meaning, main functions and principles of management

35. Managerial roles and competencies.
36. Managerial effectiveness and its measures
37. Styles of managerial behavior. X, Y and Z theories.
38. The nature of management control and elements of an organisational control system
39. Forms and strategies of control
40. Power and management control. Sources of power.
41. Types of power and power tactics
42. Empowerment and delegation. Main stages in the process of delegation.
43. Organizational culture, its basic elements and functions. National culture and corporate culture.
44. Creating and sustaining culture. The ways of culture learning.
45. Innovation in organizations. The process of innovation. Exploration and exploitation of innovation.
46. Managing organizational culture and innovation. Management philosophy and strategy. Corporate culture and organizational success. Tensions between cultural stability and innovation