



ICM

MARCH 2017

ORGANISATIONAL BEHAVIOUR

Instructions to candidates:

- a) Time allowed: Three hours (plus an extra ten minutes' reading time at the start – do not write anything during this time)
 - b) Answer any FIVE questions
 - c) All questions carry equal marks. Marks for each question are shown in []
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1. Compare and contrast the role, function and purpose of action and advice teams in an organisation. [20]
 2. Groupthink is a widely recognised threat to effective group performance. Analyse the characteristics and symptoms of groupthink and review the appropriate remedies that can be used to mitigate its effects. [20]
 3. Virtual organisation structures can play a key role in supporting entrepreneurship and innovation. Evaluate the key characteristics of virtual structures and explain how they support entrepreneurship and innovation. [20]
 4. An important theory for understanding the structure of work and roles was developed by Braverman in the deskilling thesis. Analyse the **deskilling thesis** and review the main criticisms of it. [20]
 5. Perceptions of equity are key in an individual's performance in, and commitment to, an organisation. Analyse how equity theory can explain individual motivation and behaviour in an organisation. [20]
 6. Explain Schein's model of organisational culture and review how it supports an understanding of organisational behaviour and performance. [20]
 7. Compare and contrast the internal and external triggers for change in an organisation. [20]
 8. Explain Belbin's team role theory and assess its contribution to understanding organisational behaviour. [20]