

ENGINEERING TRIPOS PART IIA

Monday 8 May 2006 2.30 to 4

Module 3E6

ORGANISATIONAL BEHAVIOUR AND CHANGE

*Answer not more than **two** questions.*

All questions carry the same number of marks.

*The **approximate** percentage of marks allocated to each part of a question is indicated in the right margin.*

There are no attachments.

STATIONERY REQUIREMENTS

Single-sided script paper

SPECIAL REQUIREMENTS

None

You may not start to read the questions printed on the subsequent pages of this question paper until instructed that you may do so by the Invigilator

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|---|-----|--|-------|
| 1 | (a) | Is Organisation Behaviour a science? | [40%] |
| | (b) | Why is social science different from natural science? | [40%] |
| | (c) | Whose interests does Organisation Behaviour serve? | [20%] |
| 2 | (a) | Why are groups an important aspect of behaviour in organisations? | [30%] |
| | (b) | What are the differences between individual and group risk-taking? | [30%] |
| | (c) | What is 'group think' and how does it affect organisations? | [40%] |
| 3 | (a) | Describe the 'ideal-type' post-bureaucratic organisation. | [30%] |
| | (b) | How is the post-bureaucratic organisation superior to traditional bureaucracy? | [30%] |
| | (c) | What are the limitations of the research heralding the advent of the post-bureaucratic form? | [40%] |
| 4 | (a) | Why has change management recently become an important area in Organisation Behaviour? | [40%] |
| | (b) | What is the 'political model' of change management? | [30%] |
| | (c) | Why do some employees resist organisational change? | [30%] |

END OF PAPER