

Master of Commerce (In Business Policy and Corporate Governance) [M.Com (BP & CG)]

**ASSIGNMENT
2026-27**

Collaborative Programme of ICSI

MCO-1, MCO-3, IBO-1, IBO-6 & MCO-05

For July 2026 and January 2027 Admission cycle



**School of Management Studies
Indira Gandhi National Open University
Maidan Garhi, New Delhi -110068**

ASSIGNMENTS – 2026-27

Dear Students,

As explained in the Programme Guide, you have to do one Tutor Marked Assignment for each course. We are sending the assignments of all the six courses together in this booklet.

Assignment is given 30% weightage in the final assessment. To be eligible to appear in the Term-End Examination, it is compulsory for you to submit the assignments as per the schedule. Before attempting the assignments, you should carefully read the instructions given in the Programme Guide.

These assignments are valid for two admission cycles (**July 2026 and January 20267**). The validity is given below:

1. Those who are enrolled in **July 2026**, it is valid upto **June 2027**.
2. Those who are enrolled in **January 2027**, it is valid upto **December 2027**.

In case you are planning to appear in June Term-End Examination, you must submit the assignments to the Coordinator of your Study Centre latest by **15th March** and if you are planning to appear in December Term-End Examination, you must submit them latest by **15th September**.

TUTOR MARKED ASSIGNMENT

Course Code	:	MCO – 01
Course Title	:	Organisation Theory and Behavior
Assignment Code	:	MCO - 01 /TMA/2026-27
Coverage	:	All Blocks

Maximum Marks: 100

Attempt all the questions.

- Q. 1** Describe the basic objectives and steps involved in the process of an organisation. (10)
- Q. 2** What is Organisational Effectiveness. Explain different components and determinants of organisational effectiveness. (10)
- Q. 3** Explain individual perspective, group perspective, organisational perspective, and integrative perspective of OB. (10)
- Q. 4** Describe the strategies for behavioural change. Do you think that these strategies are useful for the organisation? Discuss. (10)
- Q. 5** **Comment briefly on the following statement:** (4×5)
- a) ‘Theory X and Theory Y are dialectically opposite in their assumptions about the predisposition of the individuals’
 - b) ‘Non-financial motivators play a significant role in motivation’
 - c) ‘Job reengineering is another technique of job redesign it includes redesigning jobs based on feedback’
 - d) ‘Organisational Behaviour is an interdisciplinary approach to the study of human behaviour in organisations’
- Q6.** **Distinguish between the following:** (4×5)
- a) Classical conditioning and Operant conditioning
 - b) Maslow’s and Herzberg’s Theories
 - c) Behavioural Theory and Situational Theory
 - d) Autocratic style of leadership and Democratic style of leadership
- Q7.** **Write short notes on the following:** (4×5)
- a) Group Cohesiveness
 - b) Factors in Building Effective Organisation
 - c) Delegation of authority
 - d) Administrative Theory of Organisation