

College of Applied Business (CAB)

Sent-up Examination, February 2015

BBA / Fifth Semester / SOC 201: Sociology

Candidates are required to give their answers in their own words as far as practicable.

Section A

Time: 20 minutes

Brief answer question:

[10×1=10]

1. Enlist four points that support sociology as scientific discipline.
2. How do functionalists define conflict?
3. Define Gender.
4. What is social disorder?
5. Mention major forms of marriage
6. What is research proposal?
7. Name four types of interview.
8. Define sociological imagination.
9. List any four characteristic of society.
10. Distinguish between material and non-material culture.

Section B

Time: 30 minutes

Short answer question:

[2×5=10]

11. Elaborate the concept of social institution of education high lightening its role in social change.

OR

Compare and contrast functional perspective from conflict perspective

12. What is social research? Explain the steps of research.

OR

What is social stratification? Explain the class based stratification in Nepali society

Section C

Time: 80 minutes

Comprehensive answer questions.

13. Read the following case carefully and answer the questions that follow:

People face many challenges in work organizations. Individuals come across unique kind of problems especially when they join a new organization. Performing a new task, assuming a new role and adjustment in a new work group are equally challenging. Thus, socialization / re-socialization within organizations have been recognized as important interventions in meeting such challenges.

Organizational socialization has been defined as a process whereby an individual learns to become a member of an organization, both by internalizing norms and values of the organization and also by performing a popular organizational role. Organizations socialize their members either by formal or informal methods. On-boarding, orientation and training programmes are formal mechanisms through which individual learn about their jobs as well as the ways to fit into organization culture. Mentoring is an informal mechanism in which a mentor (more experienced / skilled individual) helps a protege (less experienced / skilled individual) to fit into the culture of organization by providing advice, support and encouragement. Several studies have proved that organizational socialization interventions have many positive consequences. They help in decreasing role confusion and role conflict, increase commitment of employees, enhance organizations' productivity and also aids in retaining skilled employees.

However, some sociologists have pointed out that the process of socialization within organizations has so far been conceptualized as a one-way learning process. They criticize that it has been portrayed as an individual's responsibility to acquire the prescribed skills and knowledge to fit into organization. They argue that socialization is a complex social process since it includes all the reciprocal interactions between an individual with his or her work collective (superiors, peers and subordinates). Therefore, organizational socialization should be examined and analysed as a multidimensional process encompassing social context like functional and interpersonal relations in organizations. The scholars have further suggested to redefine organizational socialization as learning and exchange process rather than only a learning process.

Questions:

[4×5=20]

- a. What are the major challenges people face in work organizations? Give your answer from sociological perspective.
- b. How do you define organizational socialization? Why do you think it is important?
- c. Among formal and informal methods of socialization which one would you think better? Why?
- d. Why do you think that some scholars have felt the need of redefining organization socialization? Do you agree with their view?