

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA (PART TIME) – SEMESTER - I – EXAMINATION – WINTER 2021

Subject Code: 4519903**Date: 23/03/2022****Subject Name: Organizational Behaviour****Time: 10:30 AM TO 01:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

Q. No.	Question Text and Description	Marks
Q.1	Definitions / terms / explanations / short questions based on concepts of theory/practical (a) Management by Objective (b) Transactional Analysis (c) Group Dynamics (d) Negotiation (e) Path- Goal Theory (f) Perception (g) Negative Motivation	14
Q.2	(a) Discuss about prevention and management of stress.	07
	(b) Is the leader Born or made? Justify your views with example	07
OR		
	(b) If you were to get a project completed would you form a group or team? State reasons.	07
Q.3	(a) Explain the different styles of leadership. (b) Do you think the knowledge of OB is required by Manager? Justify with examples.	07 07
OR		
Q.3	(a) What is the effect of Culture on an organization? (b) Organizational Behavior has its roots in various disciplines. Explain	07 07
Q.4	(a) Explain the factors that influence personality and any one theory of personality in detail. (b) What is attitude? Explain its components	07 07
OR		
Q.4	(a) Explain the different stages in group development. (b) How do leaders misuse Power? Explain with examples	07 07

Q.5

Suresh is a draftsman for a large industrial equipment manufacturer. He has been with the company for more than seven years and is well respected for his abilities. In a recent conversation with one of his friends, Suresh revealed the following thoughts about his work. I really shouldn't complain about my job, I guess. The money is good. The working conditions are excellent. I have good friends who work with me, and that's important. Although retirement is a long way off, I'm putting aside funds to help me live comfortably then. I'm also setting aside money to put our children through college when the time comes.

My problem is this: I just don't see anything different in the future. I have already reached the top of the pay scale for draftsmen. Except for cost-of-living adjustments, my income will never be much greater than it is now. More important, I've reached the top level for promotions that a draftsman can achieve.

To get into a higher level design or engineering job, the company requires you to be a college graduate. Since I don't have a college degree, I have no real hope of advancing. Even if I could go back to college to get a degree, it would take years for me to get one. I must support my family; so I can spare neither the time nor the money that would be necessary to get a degree. As I view the alternatives available, I just don't see many within the company itself. Perhaps what I should do is get involved in something off the job they would be stimulating. One of the boy's clubs in town needs someone to teach the kids how to do carpentry and woodwork, and I'm pretty good at those things; so I may volunteer to work in the program. I guess it's not really important that I be all fired up about my work with this company. Just so long as I do my job and stay out of trouble, that's all that's really important, isn't it?

- (a) Which of Suresh's needs are being fulfilled by his employing organization? **07**
- (b) Is it important that Suresh be excited about his work, or is it enough to expect him to do his job and stay out of trouble? **07**

OR

- Q.5** (a) Which of Suresh's needs, goals, or expectations are not being met by his employer? Why is this particularly discouraging to Suresh? **07**
- (b) What steps could Suresh's employer take that would result in a change of attitude and improve his inspiration to perform? **07**
