

Roll No.

Total No. of Printed Pages: 3

Total No. of Questions : 5+5

Maximum Marks : 30+30=60

Duration (hrs.) : 3 Hours

Section: A+B

Note :

1. Question 1 (10 marks) is compulsory.
2. Attempt any two from the remaining four questions.

SECTION- A

Q1. Read the following case study and answer the question given below :

Apex Infostats is a Computer Software Company having 55 software engineers in its processing unit. Out of these 55, 42 are males and only 13 are females. The continuous growth in the operational activities of the company has now made it necessary to have a controller of the processing unit.

The company gave an advertisement, inviting applications from experts and experienced software engineers for the post of Section Incharge.

Ms. Aruna was one of the applicants who was experienced, qualified and has given a very impressive interview for the position. She was selected too, but prior to her appointment the Chief Controller of the Computer Division Mr. Vilas questioned her as will she be able to get work done from her male junior colleagues, she could not understand the propriety of the question but she noticed a feeling a disbelief and mischief in his voice.

Ten days after this incidence. she joined Apex. She was welcomed by all her colleagues. She introduced herself and decided to start work at once. She noticed that everyone was willing to help her, instructing her what to do and what not to do. She often felt that she was given cooperation more than she really needs. She thought that all her colleagues are toying with her.

One fine morning she instructed sternly to one of her junior, not to advise her. Then she asked all of them to speak only when asked.

Soon she noticed that the level of co-operation has been reduced with a feeling of resentment. Most of her male colleagues decided not to offer a hand of

help or co-operate unless she makes a formal request. The climate was greatly disturbed. Some days after she decided to quit.

1. Discuss the glass ceiling in the context of this case study.
2. Do you support her decision of quitting the job?

Q2. Answer any 2 out of the following 3 questions.

- a. Explain in detail inter disciplinary focus of OB.
- b. Explain the term : Competence Motivation
- c. What is meant by Virtual Teams?

Q3. Answer any 2 out of the following 3 questions.

- a. What are the external factors influencing the selection of stimuli (perception)?
- b. What is stereotyping?
- c. What are the distortions in perception?

Q4. Answer any 2 out of the following 3 questions.

- a. Explain the role of family and neighbourhood in formation of attitude.
- b. What are values?
- c. Discuss the factors controllable by management with regard to job satisfaction.

Q5. Answer any 2 out of the following 3 questions.

- a. Discuss the big five personality dimensions.
- b. What is meant by achievement motivation?
- c. Write a short note on : Herzberg's Theory of Motivation

SECTION B

Note :There will be Five Questions in all.

Q1. would be compulsory and would carry 10 Marks

Students have to attempt any two out of the remaining four Questions and within each question; students have to attempt any two out of three sub – questions.

Q1 – 10 Marks (Compulsory)

Case Study:In the Classroom

Brian Chase is an electronics student who works part-time in an electronics firm. He likes working with his hands and enjoys his technical classes. However, he has one marketing class that he finds difficult. The instructor has formed permanent class teams with weekly case studies to present to the class and a final team project to complete. Brian dislikes relying on others for a final grade and gets frustrated trying to keep the team members focused on their tasks. Some people are late for meetings, others don't do their share of the work, and two team members have personality conflicts with each other.

- a)What strategies would increase Brian's listening and team-building skills?(5 Marks)
- b)What suggestions do you have for Brian to help him work more effectively with others?(5 Marks)

Attempt Any Two from the Remaining Four Questions

Q2 - Any two from (a) or (b) or (c) _____ (5x2) = 10 Marks

- a) Define & classify the concept of Groups?(5 Marks)
- b) Why People Join Groups?(5 Marks)
- c) Explain the stages of Team Development?(5 Marks)

Q3 Any two from (a) or (b) or (c) _____ (5x2) = 10 Marks

- a) Explain differences between groups and teams?(5 Marks)
- b) Explain in Short Organizational Culture Profile?(5 Marks)
- c) Explain in Short Managerial Grid Theory(5 Marks)

Q4 Any two from (a) or (b) or (c) _____ (5x2) = 10 Marks

- a) Explain Lewin's Force Field Analysis Model?(5 Marks)
- b) Explain in Short Action Research Approach? (5 Marks)
- c) Explain Why People Resist Change?(5 Marks)

Q5 Any two from (a) or (b) or (c) _____ (5x2) = 10 Marks

- a) Explain in Short ways for Minimizing Resistance to Change?(5 Marks)
- b) Explain in Short Four-D Model of Appreciative Inquiry?(5 Marks)
- c) Explain the concept of conflict management in Short?(5 Marks)

*****All The Best*****