

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2015-17)
First Trimester Examination October-November 2015

Subject	Organizational Behaviour		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	5.11.2015

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

Janice is a highly educated top executive in charge of research and development. John is her underpaid assistant, struggling to support his family. His performance evaluations have always been more than adequate. As one of his research projects, John designs a creative software package that addresses major concerns within the company. He shares this program with Janice, hoping it will bring him a much needed promotion and raise. Janice's boss has asked her to design an innovative and efficient program. But pressures of her position keep her from setting aside sufficient time to do the requested work. Janice, eager to successfully complete the job her boss assigned, is thinking of presenting John's program to her boss and passing it off as her own. If John objects, she can threaten to lower his performance evaluations or possibly even fire him. If he agrees to go along with the scheme, she can give him a raise and a promotion.

1. What are the ethical issues in this case?
2. How do you evaluate Janice as a leader?

Attempt Any FOUR from the Remaining SIX Questions

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

- a) Discuss the importance of informal organizations in the context of OB.
- b) Write a short note on : work-life balance
- c) What are the criticisms of formal planning?

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

- a) What is meant by MBO?
- b) Division of work is the important aspect of formal structure. Justify.
- c) What is a Matrix Structure?

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

- a) Discuss the advantage of Network Structures.
- b) Discuss the ways to ensure effective delegation.
- c) Discuss the need and importance of staffing.

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

- a) What are the various elements of direction?
- b) Explain the importance of Controlling.
- c) Write a short note on : Managerial Grid

Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) Explain in detail the Situational Leadership Theory
- b) What are the implications of Hawthorne Experiments?
- c) What are the steps in decision making process?

Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) As the HR manager of an IT firm what measures will you take to motivate your employees?
- b) What is meant by Achievement Motivation?
- c) Discuss Vroom's Expectancy Theory.