

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA SEMESTER 1 – EXAMINATION– SUMMER 2019

Subject Code: 3519204

Date:18/05/2019

Subject Name: Organizational Behaviour (OB)

Time:02:30 PM To 05:30 PM

Total Marks: 70

Instructions:

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

- Q.1** Explain the following terms: **14**
- 1) Brainstorming
 - 2) Dysfunctional Conflict
 - 3) Expert Power
 - 4) MBO
 - 5) Self Esteem
 - 6) Terminal Value
 - 7) The Halo Effect
- Q.2 A** Explain Key elements of in Organizational Behavior **07**
- Q.2 B** Discuss perceptual process in detail. **07**
- OR**
- Q.2 B** What is Personality? How different barriers are affected for personality in the organization. **07**
- Q.3 A** How Group is Differ than Team - Discuss **07**
- Q.3 B** “Philosophy of traditional management is not so better than philosophy of humanistic management”. Justify. **07**
- OR**
- Q.3 A** What do understand about Decision Making? Explain its steps in detail. **07**
- Q.3 B** “Conflict is not a breakdown in communication but a process that is ongoing”- discuss in detail. **07**
- Q.4 A** What is leadership? Discuss Blake and Mountan Theory of Leadership. **07**
- Q.4 B** “Upper level need become motivational and lower level needs must be completely satisfied” Justify. Discuss Maslow hierarchy needs theory of motivation. **07**

OR

- Q.4 A.** Discuss Leadership Styles in Detail. **07**
- Q.4 B** “Does the behavior produce a good outcome for people inside and outside the organization?”
Justify it with sources of power. **07**
- Q.5 Case Study.** **14**

Mr. Mihir in charge of ABC in Mumbai, which employs fifteen people, five of whom work in the factory. Three of these employees run machines, one supervises and the fifth moves the blank paper and finished print by handier. This fifth position, which demands no skill other than driving a handier need to be filled and three applicants have responded.

The first Is Mr. Dinkar who is thirty five, unmarried, and a Navy Veteran. He has poor work record. During his five years in Mumbai he has worked only as a seasonal labourer on occational odd jobs. He drove a forklift in the Navy, while working at Pune. He has a strong build. Which could help, although the work is generally light?

Mr. Rajni, age twenty two came to Mumbai two years back from Gujarat. He has done farm labour for many years and assembly line work for one year. His command of English is poor (but can speak the regional language, Marathi, fluently). He resides with his mother and seems certain to remain in the area for sometimes. After having run farm equipment he should have no trouble steering a handier.

Mr. Rajendra is a local boy who finished high Scholl two years ago. Subsequently, he got a diploma from a local institute and is currently employed as an excellent. Mr. Rajendra is small but seems quick and was track star in high Scholl.

- A) How much consideration should be given to Mr. Mihir’s poor work record? Should Mr. Mihir cheer to verify it? (7 -Marks)
- B) How important is a command of English to the Job? How quickly could Mr. Rajni learn enough English to be effective? (7 -Marks)

OR

- C) Should Mr. Rajendra get the job? Should his excellent character references be given more weight than his inexperience? (7 -Marks)
- D) Who should be hired? Why? (7 -Marks)