

[Time: 03.00 Hrs]		[ Marks:75 ]
Please check whether you have got the right question paper.		
N.B:	<ol style="list-style-type: none"> <li>1. Q.1 is compulsory and carries 20 Marks.</li> <li>2. Q. 8 is compulsory and carries 15 Marks.</li> <li>3. Attempt any four questions from Q.2, Q.3, Q.4, Q.5, Q6 and Q7. Each of these questions carry 10 Marks.</li> <li>4. Figures to the right indicate full marks.</li> </ol>	

Q.1	(A)	<p><b>Select the correct option for the following statements/ questions:</b></p> <p>TechSprint Inc., a renowned technology company, has been a trailblazer in the industry for the past two decades. However, in recent years, the organization has faced a significant decline in innovation and employee morale. Despite having a talented workforce and a history of groundbreaking products, TechSprint is struggling to keep up with competitors in terms of new ideas and product launches.</p> <p><b>Key Characters:</b></p> <p><b>Sarah Thompson (CEO):</b> As the CEO of TechSprint, Sarah has been at the helm for the past five years. Despite being committed to innovation, she is concerned about the recent stagnation in the company's creative output.</p> <p><b>Michael Chen (Chief Technology Officer - CTO):</b> Michael leads the technical team responsible for product development. He is facing challenges in motivating the team and fostering a culture of continuous innovation.</p> <p><b>Elena Rodriguez (Head of Human Resources):</b> Elena has observed an increase in employee turnover and a decline in overall job satisfaction. She believes that there might be underlying organizational behavior issues contributing to the innovation stagnation.</p> <p><b>Chris Anderson (Lead Product Developer):</b> Chris, an experienced product developer, has expressed frustration about the lack of support for innovative ideas within the organization. He believes that a more inclusive and supportive culture is necessary for fostering creativity.</p> <p><b>Answer the following questions based on the above mentioned case study:</b></p> <p>Q.1 How does Sarah Thompson's leadership style impact the culture of innovation at TechSprint Inc.?</p>	(10)
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	<p>Q.2 What initiatives can be introduced to enhance employee engagement and job satisfaction within the organization?</p> <p><b>(B) Choose the correct option:</b></p> <p>1. In _____ method, we deliberately place an individual in a situation and then try to observe him and then discover how he reacts to such situation.</p> <p>a) Situation Test b) Self-rating c) Benchmarking</p> <p>2. _____ is easily identifiable and widely recognizable as “someone who gets energized in the company of others.</p> <p>a) Extraversion b) Openness c) Conscientiousness</p> <p>3. The _____ refers to the tendency of judging a person entirely on the basis of a single trait that may be favourable or unfavourable.</p> <p>a) Projection b) Halo Effect c) Perceptual Defense</p> <p>4. A _____ leader is one who guides and motivates his follows in the direction of established goals by clarifying role and task requirements.</p> <p>a) democratic b) autocratic c) transactional</p> <p>5. _____ allows the benefits of group decision making without member being prevent and meet face to face.</p> <p>a) Delphi Technique b) Brain Storming c) Lateral Thinking</p> <p><b>(C) State whether True or False:</b></p> <p>1. Anthropology is the study of human behaviour in organisational settings that interface between human behaviour and the organisation and the organisation itself.</p>	<p><b>(05)</b></p> <p><b>(05)</b></p>
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	<p>2. Self-rating methods are either questions or statements to which an individual is expected to respond.</p> <p>3. Individuals who exhibit high levels of conscientiousness will tend to experience mood swings, anxiety and irritability.</p> <p>4. The leader influence the followers by his ideas, direction and support, and the followers influence the leader by their contribution to the achievement of group goals.</p> <p>5. Conflict is an adaptive response to an external situation that results in physical psychological and/or behavioural deviations for organizational participants.</p>	
<b>Q.2</b>	<p><b>Any two from (a) or (b) or (c):</b></p> <p>(a) Define Organization Behaviour. Explain the techniques relevant to Organization Behaviour.</p> <p>(b) What are the causes and symptoms of stress? How can stress be reduced? Discuss.</p> <p>(c) State and explain the steps involved in the process of creating and Organizational Culture.</p>	<b>(10)</b>
<b>Q.3</b>	<p><b>Any two from (a) or (b) or (c):</b></p> <p>(a) What are the types of Groups? How do formal groups differ from informal groups?</p> <p>(b) Explain the term Leadership Style. State and explain the three important Leadership style.</p> <p>(c) Write a note on Transactional Analysis. Explain its importance, merits and limitations.</p>	<b>(10)</b>
<b>Q.4</b>	<p><b>Any two from (a) or (b) or (c):</b></p>	<b>(10)</b>

	<p>(a) Explain Maslow's Theory in detail and state the characteristics of Maslow's Needs Model.</p> <p>(b) What do you mean by organizational conflict? What are different types of conflicts situations?</p> <p>(c) Distinguish between Professionally-managed companies and Family-managed companies.</p>	
<b>Q.5</b>	<p><b>Any two from (a) or (b) or (c):</b></p> <p>(a) Explain Lateral thinking by stating its meaning and objectives.</p> <p>(b) What is stress? Make a list of Type A and Type B characteristics. Discuss the approaches to stress management.</p> <p>(c) What do you mean by organizational conflict? What are the various causes of conflict?</p>	<b>(10)</b>
<b>Q.6</b>	<p><b>Any two from (a) or (b) or (c):</b></p> <p>(a) How does McGregor's Theory X and Y of Human Behaviour help in the motivation of employees?</p> <p>(b) Write a short note on the Big Five personality traits.</p> <p>(c) Explain the concept of managerial grid and explain the different phases of a typical organization development (O.D.) programme.</p>	<b>(10)</b>
<b>Q.7</b>	<p><b>Any two from (a) or (b) or (c):</b></p> <p>(a) How does Tall Structure differs from Flat Structure? State the benefits and Pitfalls of FLAT structure.</p> <p>(b) State various cultural dimensions and explain how it affect the employees of any organization?</p> <p>(c) What do you understand by Power? What are the types of Power? Explain.</p>	<b>(10)</b>
<b>Q.8</b>	<p><b>Any three from (a) or (b) or (c) or (d):</b></p>	<b>(15)</b>

	<p>(a) Delphi Technique</p> <p>(b) Role of Job Design in Motivation</p> <p>(c) Factors Influencing Perception</p> <p>(d) Various theories of personality</p>	
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