

- N.B:**
1. Q.1 is compulsory and carries 20 Marks.
  2. Q.8 is compulsory and carries 15 Marks.
  3. Attempt any Four questions from Q.2 to Q.7. Each of these questions carry 10 Marks.
  4. Figures to the right indicate full marks.

**Q1. Read the Case Study carefully and answer the following questions: (20)**

TechNova, a fast-growing tech startup, was founded in 2018 by a group of innovative engineers and business leaders. The company quickly gained a reputation for its cutting-edge software solutions and customer-centric approach. However, as TechNova expanded, it started to face challenges in maintaining the strong culture of collaboration, innovation, and transparency that had been crucial to its early success.

With an increasing number of employees, especially in marketing, operations, and customer service, the company's once tight-knit environment began to feel fragmented. Teams from different departments started working in isolation and communication broke down, and employee engagement decreased. The company's leadership realized that to continue to scale successfully, they needed to rethink how they could cultivate a positive and inclusive organizational culture.

**Questions:**

- (a) In your opinion, what were the main cultural challenges TechNova faced as it grew?
- (b) Provide a successful strategy for TechNova to improve their organizational climate.

**Q2. Attempt any Two of the following: (10)**

- (a) Define organizational behavior.
- (b) Discuss the stages of group formation.
- (c) Examine the Maslow's Needs Hierarchy Theory of Motivation.

**Q3. Attempt any Two of the following: (10)**

- (a) Enlist some successful managerial activities for an organization.
- (b) Explain in brief the importance of a sound organizational design.
- (c) What are the various characteristics of the perceiver, of the perceived and of the situation that affect the perceptual process?

**Q4. Attempt any Two of the following: (10)**

- (a) What are the types of organizational design?
- (b) Define the individual differences and determinants of individual behaviour?
- (c) Briefly discuss various Leadership Styles.

**Q5. Attempt any Two of the following:**

**(10)**

- (a) Explain the power of Grapevine communication in an organization?
- (b) What are the main factors you will keep in your mind while selecting appropriate technology?
- (c) What is Transactional Analysis? Explain.

**Q6. Attempt any Two of the following:**

**(10)**

- (a) What are the ethics of behaving politically?
- (b) What are the causes and symptoms of stress?
- (c) Why do people form groups? Give reasons.

**Q7. Attempt any Two of the following:**

**(10)**

- (a) Delphi Technique
- (b) Managerial Grid
- (c) Cultural Dimensions

**Q8. Attempt any Three of the following:**

**(15)**

- (a) Describe the factors influencing perception.
- (b) Explain Hursey Blancard's Situational Model.
- (c) Discuss the key factors in organizational design.
- (d) What are the factors affecting choice of leadership?

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