

SL No of QP 12611

Unique Paper Code(UPC)	: 2924001002/2924002007
Name of the Paper	: FUNDAMENTALS OF ORGANIZATION BEHAVIOUR
Name of the Course	: BACHELOR OF MANAGEMENT STUDIES (GE)
Semester	: I/III/V
Duration	: 3 hours
Maximum Marks	: 90 Marks

INSTRUCTIONS TO STUDENTS

- Write your roll no. on top of the question paper.
- Attempt any 5 questions.
- All questions carry equal marks.

Q1. (a) Riya, a team leader, often judges her subordinates' capabilities based on their appearance and past performance rather than their current efforts. Recently, a new member with great analytical skills was overlooked for a key project because Riya assumed he lacked experience. Identify and explain the perceptual error Riya is making. Suggest ways she can improve her perceptual accuracy. (9 marks)

(b) Explain theories of learning with suitable workplace examples. (9 marks)

Q2. (a) An organization notices declining motivation levels among employees despite offering monetary incentives. The HR manager decides to redesign jobs to include autonomy, recognition, and opportunities for personal growth. Identify the motivation theory that best explains this intervention. Discuss how it differs from Maslow's theory. (9 marks)

(b) Describe the role of Transactional Analysis in improving interpersonal relationships at work. (9 marks)

Q3. (a) A newly formed project team faces frequent misunderstandings and lack of coordination. Over time, members begin to collaborate better and develop trust. Identify and explain the stages of group development visible in the scenario. How can the leader facilitate smooth group functioning during each stage? (9 marks)

(b) Discuss the difference between Trait theory and Behavioural theory of leadership. (9 marks)

Q4. (a) During a major organizational restructuring, several employees resist new reporting systems. The management introduces participative decision-making and open communication to overcome resistance. Identify the sources of resistance to change in this situation. Suggest suitable strategies to manage this resistance. (9 marks)

(b) Define Organizational Power and explain sources of power with examples. (9 marks)

Q5. (a) A leader uses supportive communication and provides timely feedback, helping employees understand their ego states and build trust in the team. Explain how Transactional Analysis and Leadership Style together contribute to effective team performance. (9 marks)

(b) Explain Johari Window with an example showing its relevance in team communication. (9 marks)

Q6 (a) Do monetary rewards always act as reinforcers in business organisations? Why or why not? If not, then identify other types of rewards which can be used by managers to motivate their subordinates? (9marks)

Q6 (b) Explain managerial grid leadership theory as given by Blake and Mouton with examples. (9 marks)

Q7. Write short notes on **any Three** of the following: (3 × 6 = 18 marks)

a) Perceptual Process

b) Herzberg's Two-Factor Theory

c) Group Cohesiveness

d) Stages of Conflict

e) Resistance to Change