

4. (a) Explain various stages of conflict. Why is it important to stimulate conflict in organisations? Discuss the ways of stimulating it.
- (b) According to Bruce Tuckman, what are the different stages of group formation? Explain with examples.
5. (a) Discuss the Johari Window along with implications to the field of organisational behaviour. Use suitable examples.
- (b) Compare and contrast the Ohio State Studies and Michigan State Studies in terms of their findings and implications for leadership behavior.
6. Write short notes on any two of the following:
- (a) Ego States
- (b) Determinants of Organizational Behavior
- (c) Managing Resistance to Change

[This question paper contains 4 printed pages.]

Your Roll No.....

आपका अनुक्रमांक.....

Sr. No. of Question Paper : 3044

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Unique Paper Code : 2924001007

Name of the Paper : Fundamentals of Organizational Behaviour (GE)

Name of the Course : **Bachelor in Management Studies**

Semester : III

Duration : 3 Hours

Maximum Marks : 90

Instructions for Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
 2. Question No 1 is compulsory. Attempt FIVE questions in ALL
 3. All questions carry equal marks.
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1. You are a senior manager at a tech startup that is preparing to launch a new product line in a highly competitive market. This launch will require cross-

functional collaboration between the R&D, marketing, and customer service teams, and each team member must work well together under pressure. To create a balanced team, you want to consider each candidate's personality traits according to the Big Five model. You have shortlisted four candidates:

Ram- Ram has a reputation for creativity and is known for suggesting innovative ideas. However, he sometimes struggles with consistency and can lose interest if not continuously challenged.

Sushil- Sushil is organized, detail-oriented, and punctual. He ensures tasks are completed accurately and on time but may sometimes struggle to adapt quickly to unexpected changes.

Neha- Neha enjoys social interactions and excels in building relationships. Her enthusiasm and ability to communicate ideas are her strengths, but she sometimes prioritizes excitement over structure and may struggle to focus on detailed tasks.

Kavita- Kavita works well with others and helps create a harmonious team environment. While she is empathetic and supportive, she sometimes avoids conflict, even when it's necessary to address problems.

On basis of the above case study, answer the following questions:

- (a) Which traits would be most beneficial for leading this project? Explain your reasoning.
 - (b) If you had to choose two candidates to ensure balance in the team, who would you select and why?
2.
 - (a) Explain the concept of perception in organizational behaviour and discuss the common types of perceptual errors and distortions that can impact decision-making in the workplace with suitable examples.
 - (b) Explain the concept of reinforcement and discuss how various learning theories apply to workplace training programs.
3.
 - (a) What are the three key variables in expectancy theory? How do these variables get operationalised to develop motivation among employees? Discuss with the help of an example.
 - (b) What is transactional analysis? Discuss the different types of transactions based on the different ego states with examples.