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School of Business

Bachelor of Business Administration
Mid Term Examination - May 2024

Duration : 90 Minutes

Max Marks : 50

Sem II - D1UA201T - Organizational Behaviour

General Instructions

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

- 1) Build a comprehensive plan for implementing organizational behavior principles to address specific challenges faced by a company. How would you ensure its success? K2 (6)
- 2) A tech company is aiming to improve employee productivity and job satisfaction. Personal factors include diverse employee personalities and skill sets. Environmental factors encompass the open office layout and remote work options. Organizational factors involve management styles and company culture. How can the understanding of these factors aid in implementing effective behavioral strategies for organizational improvement? K4 (8)
- 3) Identify a framework for assessing the impact of personality attributes on team dynamics and performance within organizations. How would you measure success? K3 (6)
- 4) Evaluate the ethical implications of using operant conditioning techniques to modify employee behavior within an organization. K4 (4)
- 5) In a project group of five, Emily is highly conscientious, Adam is extraverted, Lisa is agreeable, Mike is open to new experiences, and Jessica is emotionally stable. How might their diverse personalities affect team dynamics and performance? What are their strengths and limitations? K3 (9)

- 6) Atul, a manager at a tech company, notices a recurring pattern where his team members consistently misinterpret feedback during performance evaluations. Despite providing clear and constructive feedback, some team members seem demotivated and defensive, while others misinterpret praise as insincere. Atul is concerned about the impact of these perceptual errors on team morale and productivity.
- a. Examine a comprehensive plan outlining strategies for minimizing perceptual errors during performance evaluations within Atul 's team. Consider interventions such as training programs, feedback mechanisms, and fostering a culture of open communication. (6 Marks)
- b. Examine a framework for evaluating the success of the implemented strategies in reducing perceptual errors and improving overall team performance and morale.(6 Marks)
- 7) Elaborate the characteristics of Type A (impatient) and Type B (patient) personalities which impact stress levels, work habits, and overall performance within organizational environments.