School of Finance and Commerce

Master of Business Administration in Financial Management
Semester End Examination - Aug 2024

Duration : 180 Minutes
Max Marks : 100

Sem I - H1PE105T - Management Process and 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)	Define the meaning of organizational behaviour.	K1(2)
2)	Compare the role of leader with manager.	K2(4)
3)	Explain how group norms develop and influence individual behavior in a group.	K2(6)
4)	Identify the evidence for and against the existence of emotional intelligence?	K3(9)
5)	Identify the findings of behavioural theory of leadership.	K3(9)
6)	Determine the difference between charismatic and transformational leadership compare and contrast? Are they valid?	K5(10)
7)	Examine equity theory of motivation along with its practical implications in modern enterprises.	K4(12)
8)	Do all the groups pass through all five stages of Group Formation given by Bruce Tuckman? Justify	K5(15)
9)	Elaborate the Situational Leadership Model designed by Hersey & Blanchard.	K5(15)
10)	A software development team is working on a critical project for a high-profile client. The team is diverse in terms of skills, personalities, and backgrounds. The project has a tight deadline and requires seamless collaboration and effective communication among team members.The team starts the project with varying levels of familiarity and understanding of each other's strengths, weaknesses, and communication styles. As the project progresses, they experience challenges related to communication barriers, conflicts, and ineffective collaboration. The Johari Window model can help the team understand and improve their communication and collaboration by addressing blind spots, expanding the open area, and reducing the hidden and unknown areas.In the Open Area, team members are aware of their skills and certain aspects known to others. In the Blind Spot, team members are not fully aware of how they are perceived by others. The Hidden Area consists of aspects that team members are aware of but keep private. The Unknown Area includes aspects that are unknown to both the individual and others. Answer the following questions. Q.1	K6(18)

How can the team increase the size of the Open Area and reduce the Blind Spot? Q.2 How might addressing the Hidden Area positively impact team dynamics and project outcomes? Q.3 What steps can be taken to explore the Unknown Area and uncover hidden strengths within the team? Q.4 In what ways can the Johari Window model help the team navigate conflicts and differences effectively?