

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA-SEMESTER-I-EXAMINATION- SUMMER-2024

Subject Code: 4519204**Date: 11/06/2024****Subject Name: Organizational Behaviour****Time: 02:30 PM TO 05:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

Q. 1.	Explain the Following Terms:	Marks
a)	Leading as a function of management	14
b)	Deviant Workplace Behaviour	
c)	Cognitive Dissonance	
d)	Organizational Commitment	
e)	Self Fulfilling Prophecy	
f)	Appreciative Inquiry	
g)	Authentic Leadership	
Q.2 (a)	Using the 'Big Five' Personality factors, describe your perceptions of a close family member?	07
(b)	Discuss and Explain the various types of Social Transactions?	07
OR		
Q.2 (b)	Compare and Contrast between Maslow Need Hierarchy Theory and Herzberg Two Factor Theory?	07
Q.3 (a)	Define the term 'Team'. What are the types of Teams? Also discuss the Team Development Model?	07
(b)	What are the Dimensions of Conflict Handling Intentions?	07
OR		
Q.3 (a)	How Employees learn Culture?	07
(b)	Discuss the common biases and errors that arise in Decision Making Process?	07
Q. 4 (a)	Identify a Charismatic Leader and a Servant Leader. Compare two leaders. Give reasons to support your answer?	07
(b)	Define Power. Also explain the Bases (Types) of Power?	07
OR		

- Q. 4 (a)** As a Manager, what should you do to increase the likelihood that your employees will exert high level of effort? **07**
- (b)** How can organization overcome Resistance to Change? **07**

Q. 5. "IF TWO HEADS ARE BETTER THAN ONE, ARE FOUR EVEN BETTER"

Preeti Razdan, 24, is a Marketing Manager for Barista, a chain of coffee shops, in Chennai. Recently, Preeti's wealthy uncle passed away and left to Preeti, his only niece, INR 5 Million. Preeti considers her current salary to be adequate to meet her current living expenses, so she'd like to invest the money so that when she buys a house she'll have a nice nest egg on which to draw.

One of Preeti's neighbors, Brian, is a Financial Advisor. Brian told Preeti there was a virtually endless array of investment options. She asked him to present her with two of the best options, and this is what he came up with:

1. A Very Low-Risk Mutual Fund. With this option, based on the information Brian provided, Preeti estimates that after 5 years she stands virtually zero chance of losing money, with an expected gain of approximately 30 percent.

2. A Moderate-Risk Mutual Fund. Based on the information Brian provided her, Preeti estimates that with this option she stands a 50 percent chance of making a 70 percent gain but also a 50 percent chance of losing 30 percent.

Preeti prides herself on being rational and objective in her thinking. However, she's unsure of what to do in this case. Brian refuses to help her, telling her that she already limited herself by asking for only two options. While driving to her parents' house for the weekend, Preeti finds herself wavering between the two options. Her elder brother is also visiting the folks this weekend, Preeti decides to gather her family around the table after dinner, lay out the two options, and go with their decision "You know the old saying-two heads are better than one she says to herself", "so four heads should be even better".

Questions -

- a) Has Preeti made a good decision about the way going to make the decision? **07**
- b) Which investment would you choose? Why? **07**

OR

- a) Which investment do you think most people would choose? **07**
- b) Based on what you have learned about groupshift, which investment do you think Preeti's family will choose? **07**
