

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA-SEMESTER-I-EXAMINATION-SUMMER-2025

Subject Code: 4519204**Date: 09/06/2025****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. No.	Question Text and Description	Marks
Q.1	Define the terms (a) Terminal Values (b) Deviant Behaviour (c) Effectiveness (d) Anthropology (e) Leadership style (f) Conflict (g) Locus of control	14
Q.2	(a) Define Management. Discuss the Taylor's Principles of Management (b) Discuss the personality Big 5 framework with relevant examples	07 07
	OR	
	(b) Outline and explain the components of Attitude	07
Q.3	(a) Explain perceptual errors with relevant example (b) Distinguish groups and teams	07 07
	OR	
Q.3	(a) Discuss any two process theories of motivation (b) Discuss various motivational practices with examples	07 07
Q.4	(a) Explain Hofstede cultural dimensions (b) State and explain various conflict management styles	07 07
	OR	
Q.4	(a) State and explain contemporary leadership issues (b) State and explain various consequences of organizational politics.	07 07

Mr. Vyas, CEO, heads a leader in global computer hardware market, with largest market share. He is hardworking person and nurture vision of taking the firm to new heights by doubling the turnover in 5 years. The computer market is competitive with presence of Dell and HP along with other small players. The firm's value-added desktop and server have made them reach their peak in sales in India. With respect to quality and price it remains a market leader. Once known as best workplace and bagged best employer award from various agencies, it suddenly started decaying. Political infighting, cynicism, gender bias, and labour law violations riddled the firm with frequent work stoppages, workplace violence and loss of productivity.

Bose is the Vice president of HR department. Both Vyas and Bose worked together earlier with mutual respect and understanding. Bose joined the firm 5 years ago after Vyas became the CEO of the company. Bose leveraged his earlier ties with Vyas and started restructuring the entire organization. It followed manpower rationalization decisions rendering many people surplus in their jobs and their redeployment in different areas of the organization. Bose did the entire task very diligently in best interest of the organization.

One day PC assemblers at the shop floor level with their union leaders stormed into Vyas's cabin along with woman who alleged misbehaviour by Bose. She had been working with the firm since inception. Vyas asked them to cool down and after listening to allegations pacified them saying "I will talk to Bose". Bose told Vyas that he had identified woman as surplus and asked her to report to packaging shop floor. He had also issued a note to supervisor of assembly and packaging shop floor with a copy to that woman.

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| (a) | Study the political dynamics here, analyse where things went wrong and critically evaluate Vyas's role. | 07 |
| (b) | What are various sources of power in an organization? | 07 |

OR

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| Q.5 | (a) | State the consequences of political behaviour in an organization | 07 |
| | (b) | How can organization encourage and manage political behaviour? | 07 |
