

Name:

Enrolment No:



UPES

End Semester Examination, May 2023

Course: Organizational Behavior

Semester: IV

Program: B. Com. LL.B (Hons.) IV

Course Code: HRES2001

Time : 03 hrs.

Max. Marks: 100

Instructions:

SECTION A
5Qx2M= 10Marks

S. No.		Marks	CO
Q 1	A. Organizational Behavior is the study of i. Individual and organizational behavior ii. Human Behavior iii. Workplace behavior iv. None of the above	2	CO1
	B. PPP is a model of i. Economics ii. Purchasing power parity iii. Organizational effectiveness iv. Emotions	2	CO1
	C. nAff can be related to which need i. Relatedness ii. Belongingness iii. All of the above iv. None of the above	2	CO1
	D. Which theory emphasizes the unconscious determinants of behavior i. Trait theory ii. OCEAN iii. Humanistic iv. Psychodynamic	2	CO1

	E. People with high _____ believe that “strengths are more important. than weaknesses.” i. LOC ii. Self-esteem iii. Self-Monitoring iv. All of the above	2	CO1
SECTION B 4Qx5M= 20 Marks			
Q2	Evaluate the different theories of personality. Are they still relevant in the modern times?	5	CO3
Q3	“PPP is a new model of measuring organizational effectiveness” How?	5	CO3
Q4	“The movie pursuit of happiness, has many OB lessons” Can you elaborate some?	5	CO3
Q5	Is Maslow still relevant or does it have some drawbacks? Support your answer with relevant examples	5	CO3
SECTION-C 2Qx10M= 20 Marks			
Q6	“Some Leaders are born, some become great, and some have greatness thrust upon them” Do you agree with the quote? Why or Why Not?	10	CO4
Q7	Mahatma Gandhi had a very unique style of leadership. Based on the particular leadership style he practiced, why do you think modern employees can be inspired?	10	CO4
SECTION-D 2Qx25M= 50 Marks			
Q8.	Do you think the different content theories of motivation are somehow interdependent? How?	25	CO2
Q9.	Suresh is the head chef of ‘la nourriture’ a French restaurant in Mumbai. Over the last 15 years, Suresh has been responsible for all aspects of management in the restaurant and under his leadership it became very popular. However, over the last 3 years, sales have been flat. Competition has increased due to the cropping of similar restaurants all over Mumbai. Moreover, some ex-employees were headhunted by competitor restaurants. The owner of the restaurant, Mr Ajay Wadia, has grown restless and stressed. Finally, six months ago, Mr Wadia brought in a new French manager John and asked Suresh to take care of issues related to menu and food only. John, after working at the restaurant for some months, undertook some new changes such as firing some employees and bringing in a new incentive scheme that meant more sales at the restaurant means more money for employees. The employees in turn went on strike and have asked:	(15 + 10=) 25	CO2

	<p>1. Firing of Mr John 2. Reinstatement of Suresh as the Head.</p> <p>Questions:</p> <p>5A. If you were the owner, what would you do to resolve the situation? 5B. What could be done to revive the restaurant sales?</p>		
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