

IMBA in GBM/ANP (NEP) Sem.-1 Examination

MDC-GBM/ANP-114T

Org Behaviour & Mgmt

Time : 2-00 Hours]

February-2025

[Max. Marks : 50

Instructions:

- Figures to the right indicate Full Marks.
- Do not write anything on the question paper.

Q.1	Define Organizational Behavior (OB) and explain its key features. Discuss the major challenges organizations face in managing OB effectively in the contemporary business environment.	10
Q.2	Mr. JJ is a sales manager at a retail company. Recently, he noticed that his team's performance has declined despite providing financial incentives like bonuses and commissions. During a team meeting, some employees expressed that they felt overworked, lacked recognition for their efforts, and had limited opportunities for professional growth. JJ wants to motivate his team effectively but is unsure how to address these issues. He decides to analyze the situation using different motivation theories. Narrate any four theories of motivation that can help JJ to enhance his team's motivation.	10
	OR	10
	What is group? Discuss the various stages of group development.	
Q.3	A) Discuss the learned characteristics of individual behaviour. B) What is personality. Give example. Why personality traits are important?	5 5
	OR	
	A) What are the primary factors that influence group cohesiveness? B) What is perception? Give three ways to improve it.	5 5
Q.4	Explain the key components of culture and discuss its primary functions within an organization.	10
	OR	
	Discuss any three models of OB.	10
Q.5	Sonia is a project manager at a fast-paced technology firm. Over the past few months, she has been juggling multiple responsibilities, including tight project deadlines, managing client expectations, and resolving conflicts among her team members. Recently, she started experiencing frequent headaches, difficulty sleeping, and a lack of focus at work.	10

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<p>Sonia has also noticed changes in her team. Some members seem irritable, while others have become disengaged or started making more mistakes than usual. The overall team morale is low, and productivity has dropped. Sonia wonders what could be causing this stress and how it might be impacting her and the team.</p>

<p>What are the primary causes of stress affecting her team members, based on the scenario? Discuss the long-term consequences of stress?</p>
