

IMBA in ITF (NEP) Sem.-2 Examination

DSC-M-ITF-123T

Introduction to Organisation Behaviour

Time : 2-00 Hours]

May-2025

[Max. Marks : 50

Instructions:

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

- Q.1 You have recently been appointed as an HR consultant for a company experiencing low employee morale and productivity. Analyze how different models of Organizational Behavior can be applied to improve the workplace environment. Which model would you recommend for this situation and why 10

OR

As a team leader in a diverse workplace, you notice variations in employee performance, motivation, and communication styles. Analyze how factors such as heredity, environment, culture, education, and personal experiences contribute to these individual differences. How would you adapt your leadership approach to effectively manage and motivate a diverse team.

- Q.2 How do different learning theories, such as behaviorism, cognitive learning, and social learning, influence employee training and skill development in the workplace? 10

OR

As a newly appointed manager, you observe that employee performance evaluations are being influenced by biases and misjudgments. Apply the process of perception to explain how selective perception can impact decision-making in the workplace.

- Q.3 "How do different types of organizational culture influence employee behavior, decision-making, and overall business performance, and what role do cultural functions play in maintaining workplace cohesion?" 10

OR

You are the communication director for a multinational company with employees from diverse cultural backgrounds. How would you develop and implement a communication strategy that promotes an inclusive communication culture while minimizing misunderstandings and conflicts?

- Q.4 As a change management consultant, you have been hired by a company that is struggling with adapting to new technological systems. Using Lewin's Change Model, design a step-by-step plan to guide the organization through the change process. How would you address employee resistance during each phase, and ensure long-term success of the new system. 10

OR

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As a Human Resources manager in a fast-paced organization, you have noticed an increase in employee absenteeism and low morale. Identify the major sources of stress that could be affecting employees in your organization. Discuss the short-term and long-term consequences of stress on both individual performance and organizational productivity. How would you implement a stress management program to address these issues?

Q.5 **One Liner Questions (10 out of 12)**

10

One Marks Each for the Questions

1. Define Organizational Behaviour
2. Define Heredity
3. Maslow's Hierarchy of Needs
4. Herzberg's two-factor Theory
5. Organizational Culture
6. Leadership
7. Task Conflict
8. Operant Conditioning
9. Teamwork
10. Democratic Leadership
11. Communication
12. Perception