

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA
PGDM 2016-18, TRIMESTER- I
END-TERM EXAMINATION, SEPTEMBER 2016
Subject: Organizational Behaviour - I (Sub. Code: HR101)

Time: 2 Hrs.

Maximum Marks: 40

Attempt all the questions. Marks assigned are shown in parentheses.
Please write legibly and precisely and do not write anything on question paper except your roll number.

SECTION - A

Q1. There is a strong relationship between *Personality* and employee behaviour. What kind of managers do you think are preferred by modern organisations? Please support your answers with suitable examples. (8 marks)

Q2. As aspiring managers, why is it important for you to understand perceptual errors? Give examples of a few errors we make in our daily decisions. (8 marks)

Q3. Emotionally intelligent people are better managers. Analyse the statement. (8 marks)

SECTION - B

Q4. Metal India Ltd has work teams to handle various projects. Each project would require 6-12 months to finish and around 20-30 people with varied expertise. These groups are responsible for earning profits through successful completion of projects, a part of this profit is distributed equally to all the team members. Few members of your team usually contribute less and this makes others in the team unhappy. Since rewards are the same for each project completion, the members who have worked more feel dissatisfied. However, there are those who believe that growth, responsibility and challenges are their main drivers at work. Merely getting into earning money and crunching numbers that leads to money is not on their agenda as that of others. Working with team and sharing responsibilities are far more important for those folks.

Which motivation theory do you find most relevant here? Also, suggest ways to motivate those who contribute less. (8 marks)

Q5. Cite an instance of conflict that had recently occurred in your friendship group. What kind of conflict resolution strategy/method was used to resolve the conflict? Do you think the same method would have been useful in resolving conflict among colleagues in office? (8 marks)
