	Sanjay Ghodawat University, Kolhapur Established as State Private University under Govt. of Maharashtra. Act No XL, 2017	2017-18
Year and Program : 2017 , FY MBA	School of Commerce & Management	Department : MBA
Course Code : MMC 509	Course Title: Organizational Behaviour	Semester – Odd (I)
Day and Date : ~~Tuesday,~~ 05 Dec,2017	End Semester Examination	Time: 3 hrs, Max Marks: 100

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Instructions: 1) All Questions are compulsory.

		Marks	COs
Q.1	Indigo company started in 2000s, with an initial strength of 150, grew to become the country's leading software company with around 18,000 employees till 2010 on its roll. The company's success was attributed to the founder's values. The founders believed that to retain its place in the dynamic environment the company had to develop leaders of high quality who kept global perspective in mind .With this aim, the company built a Leadership Learning Institute to nurture leadership qualities amongst its employees across the globe. Company's vision was of being the big in global business and transforming its consultancy services nature to organization that would create technologies to meet their strategic goals. For this, the leadership centre was used in a planned and controlled manner to achieve this objective. During its initial years the organization was small enough to make it possible for its founder Janardhan Rao to personally interact with all employees. This allowed the employees to observe and emulate the leadership qualities of their employees. However with growth this became impossible. So the company set up a leadership development center with aim of developing leadership qualities among the organizational members. At the center, employees from various operational centers of the company spread across the globe and of different nationalities were imparted training in leadership qualities. They were divided into 400 each group being periodically sent to workshops, where leadership trainings was imparted to them over four weeks. The objective was to develop timeless leadership principles that would help the company sustain in tough times. Effective decision making was taught. On successful completion, the employees were given opportunities to hone their leadership skills in organization and transfer their knowledge to the organizations members		CO1
a)	Discuss the various leadership skills that are required to become an effective leader	10	
b)	Briefly describe "Leadership can be taught in leadership centers or it is an in born trait in individuals?"	10	

Q.2	Solve any Two			
	a)	Define organizational Behaviour and explain the different contributing fields to OB	10	CO1
	b)	Define leadership and comment on the following: Leaders are made or leaders are born!	10	CO1
	c)	Define leadership along with examples and explain the Path goal theory of leadership	10	CO1
Q.3	Solve any Two			
	a)	Define personality and describe what are the major factors which shape the personality of an individual?	10	CO2
	b)	Define attitude and explain the various factors which affect attitude formation?	10	CO2
	c)	Personalities are built-Justify and explain type of personalities	10	CO2
Q.4	Solve any Two			
	a)	Describe group behaviour and explain group decision making techniques.	10	CO3
	b)	Some conflict is absolutely necessary for a group to perform effectively."Elaborate your opinion with examples.	10	CO3
	c)	Define group behaviour and explain the group formation process in detail	10	CO3
Q.5	Solve any Two			
	a)	Define the term 'stress'. Elaborate the various coping strategies to manage the stress?	10	CO4
	b)	Define and describe organizational development in the today's context.	10	CO4
	c)	Define organization change and explain the importance of change in organization.	10	CO4