Sanjay Ghodawat University, Kolhapur

2019-20

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

Year and Program: 2019-20 MBA | **School of Commerce and Management** | **Department: MBA**

Course Code MMC 509 | **Course Title: Organizational Behaviour** | **Semester –III**

Day and Date Wednesday 11/12/19 | **End Semester Examination** | **Time: 3 hrs, Max Marks: 100** 10.30 am to 1.30 pm

Instructions: 1) All Questions are compulsory.
2) Figures to the right indicates full marks.

		Marks	Level	COs
Q.1	Answer the following			
a)	Define organizational behavior. Explain how to is related to the field of management.	10	L2	1
b)	Explain what the implications of theory X are and Theory Y in the leadership context.	10	L2	2
	OR			
b)	Explain the role of Self Efficacy in Goal setting theory.	10	L2	2
Q.2	Answer the following			
a)	An employee does an unsatisfactory job. Apply the attribution theory of perception to be used by the manager to form a judgment about this employee's performance.	10	L3	3
b)	Explain how motivation at workplace affects the work behavior with suitable example.	10	L2	4
	OR			
b)	Explain with a suitable example of any organisation how it can design practice to reduce employee stress.	10	L2	4
Q.3	Answer the following			
a)	Discuss with help of group behavior model why are some group efforts more successful than others?	10	L6	5
	Or			
a)	Mc Donald's has a standard way of taking orders, making dishes and cooking fries. Discuss how formal rules imposed by Mc Donald's impacts on the behaviors of the group members!	10	L6	5
Q.4				
a)	Evaluate the following statement-'Organizations internal structure contributes to explaining and predicting behavior'.	10	L5	6
b)	Boundary less organizations are the today's organization structures! Discuss	10	L4	6
c)	Discuss the forces of change that affects the employee's behavior.	10	L6	6
	OR			

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c)	Learning organizations is a significant concern in terms of change issues faced by managers. Discuss	10	L6	6
Q.5				
a)	The members of your project team are in serious conflict. They have split into two camps. The last team meeting was a disaster with four members of the team sitting on one side of the table and the other four on the other side. You could feel the tension in the air. You ended the meeting after only 30 minutes as it was apparent nothing was getting resolved at that time. You scheduled another meeting for the following week as you needed time to prepare your strategy. Discuss the strategy that you shall adopt as a manager.	10	L5	5
b)	In April 1993, John Medica, who led the development of Apple's PowerBook, was put in charge of the Notebook division of DELL. By the time he took over, one product had already been canceled and the development of other products was taking longer than expected. After a realistic assessment of the situation, it was felt that only one of the products under development - the Latitude XP - would be competitive in the market. The company decided to cancel several products that were in the development stage. This demotivated the engineers who had spent a lot of time and energy developing the products that had been canceled. To motivate them, Dell reinforced the company's strategy to the notebook group and encouraged them to pull together to make the Latitude XP a success. Discuss the Team building activity that you would suggest if you were John	10	L5	5

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