

Savitribai Phule Pune University

Department of Management Sciences (PUMBA)

MBA, Trimester – I, External Assessment Examination, October, 2015

Subject Code: 106

Name of Subject: Organizational Behavior

Marks: 50

Time: 3 Hrs

Instructions to the students – Answer both the section in one answer sheet

Please attempt any **5 (Five)** questions only – minimum **2 (Two)** from Section A and minimum **2 (Two)** from Section B

Section A**Case-let**

You are in charge of a small department & have three subordinates – Tom, Dick & Harry. The key to success is to keep them as motivated as possible. A brief profile of each is as follows:-

Tom is absent more often than others. He enjoys family life (wife and three small children) more than work. Things in the company do not inspire him. He feels that the job is just a means of financing his family's basic needs. He is allowed to do what he wants as long as the standards are met.

Dick is quite opposite. Everybody likes him & he is very particular about company rules & compensation schemes. He is very loyal but is also very shy, unassertive, and dependent on others and not at all creative. He does not make a good sales person.

Harry is very assertive, but would readily change jobs for want of more money. He is very hard working and has an old dependent father to support. He is very pushy and drives other people wild with his high energy levels.

QUESTIONS:

1. As a Supervisor, illustrate the important Effective Personal and Managerial Qualities required in Tom, Dick or Harry to be your successor.
2. Explain Tom, Dick and Harry's motivation by discussing some applicable models of Motivational Theories.
3. How, if at all, would Vroom's theory of Expectancy apply to the analysis of the motivations of the three employees?
4. Describe the components of the **five** attributes of Emotional Intelligence; Tom needs to learn to be a Leader.

Section B

5. How is the Personality of a person formed? Enhance your answer with researched theories.
 6. "Stress is a disease one must avoid at all costs!" Support **and** oppose the above statement and illustrate a few ways of Managing Stress in daily life.
 7. How can we avoid Conflict in our work and life? And should we?
 8. State the Group and Team Dynamics which lead a company towards their Goal.
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