

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER –I-EXAMINATION – WINTER-2022

Subject Code: 4519204**Date: 24/02/2023****Subject Name: Organizational Behaviour****Time:10:30 AM TO 01:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

Q.1 Explain the following terms: 14

1. Motivation
2. Stereotyping
3. Referent Power
4. Negotiation
5. Stress management
6. Transaction Analysis
7. Perception

Q.2 (a) Is Management an Art or Science? Explain with relevant examples 07**(b) Identify and explain various disciplines that contribute to OB 07**

OR

(b) How do the big Five Personality traits predict work behaviour? 07**Q.3. (a) explain any three early theories of motivation. How applicable are they today? 07****(b) Explain various group decision making techniques. 07**

OR

(a) Explain the stages of group formation procedure 07**(b) What is variable pay? What are various variable pay programs 07****Q.4. (a) What shortcuts do people frequently use in making judgement about others? 07****(b) Explain leadership Imx and path goal theories of leadership 07**

OR

(a) Discuss various conflict management techniques 07

(b) What is organizational culture? How culture is transmitted to employees? 07

Q.5 When people think of a stereotypical leader, they often conjure up the image of a dynamic public speaker, a forceful and dominant personality, and someone who can cultivate relationship with a broad number of people. These are all hallmarks of the extroverted personality type, so it's often been the case that extroverts rise to leadership positions more readily than introverts.

However some question whether the social dominance and ability to command attention shown by extra words might make them less effective leaders. In particular extroverts may be less likely to take advice from followers. The introvert leaders on the contrary may take advice from their proactive followers. Thus in some conditions introverts are more effective. Others noted that introverted leaders can be better than extroverts at one to one interaction, empathy and deliberate decision making.

There are business executives who have broken the extroverted leader mould. One is Google co-founder Larry Page known for developing small number of close relationships and being an excellent listener. Wall-Mart CEO Mike Duke is famously low key and reserved, but he has utilized his natural introvert skills to maintain retail giant dominant market position. These examples show that although extroverts might get all the attentions, introverts can still make effective leaders.

(a) Under what condition do you think introverts make more effectively does then extroverts? 07

(b) What type of developmental experiences and techniques would be valuable and helpful for introverted leaders? 07

OR

(a) Explain Leadership. Discuss various leadership styles 07

(b) Bring out the difference between leadership and management 07
