

**NATIONAL INSTITUTE OF TECHNOLOGY, HAMIRPUR,
HIMACHAL PRADESH**

End Semester Theory Examination (November-2023)

Organizational Behaviour (Course Code: HS-203)

B.Tech 2nd year, 3rd semester

Max. Marks: 50

QUESTION PAPER

Time: 3 hours

Instructions:

- This test paper has three parts: Part A, Part B & Part C.
- Read all the questions from each part and answer them as instructed.

PART: A

Answer the following questions.

(5X4= 20 marks)

1. What is punctuated equilibrium model? Elaborate different stages of group development with appropriate examples.
2. Explain five bases of power stating the examples from the corporate sector.
3. Define leadership? Discuss the functions and styles of an impactful leader with logical justification.
4. Explain the concept of learning and discuss at least two theories of learning with suitable examples.

PART: B

Answer the following questions.

(10X2= 20 marks)

5. An employee from a corporate company says, "Sexual harassment laws are on the books. But they are rarely enforced or prosecuted and are overlooked at workplace." Do you agree with the statement. Justify your response using the ideas from traditional, human relational and interactionist views of conflict.
6. A person working as a project coordinator in a multinational company says, "I feel highly motivated when my boss encouraged and appreciated my project. I am recommended for the post, Manager of the company." Analyze the views of this person from the perspectives of any two motivational theories that you have studied. Use suitable examples from corporate context.

PART: C

Study and analyze the given case studies carefully and complete the given task (Attempt Any One). (10X1= 10 marks)

7. Case Study One

Pradeep Kumar has all the right stuff: a recent technical degree from prestigious university and a strong résumé that includes internships, workshops, fieldwork, presentation at national and international conferences, a life-time membership of international professional bodies, and two years of executive level professional experience at a multinational company. With this persuasive profile, Pradeep Kumar should have enjoyed a stable career in his field on similar or higher positions. Instead, he is presently working part-time and temporary jobs, as a Freelancer. He is unable to have stable career because he hasn't been able to adjust to the work environment of the organizations in which he has worked so far.

Task: Reflect on Pradeep Kumar's situation and discuss the various challenges that he might have encountered in his career so far and comment on the various opportunities that he might for his appropriate organizational behaviour that could bring his career on track.

-OR-

8. Case Study Two

A technology company (XYZ) develops virtual collaboration software for new companies, Mike Jones is a new manager. One of the biggest challenges he has faced is that the team that he is managing is well established and because he is an outsider, the team members haven't yet developed trust in him.

Two weeks after his employment, Mike held a meeting and discussed all the changes to the remote work agreements as well as implementing new meeting requirements for each employee to have a biweekly meeting scheduled with him to discuss their projects. The team was outraged, they were not excited, and the following days he wasn't greeted in a friendly way; in addition, his team seemed less engaged when asked to participate in team functions.

Task:

1. What challenges can a new manager (as a leader) encounter when starting to manage an existing team?
2. What strategies can a new manager implement to ensure that their new team is engaged with them and open to change and growth?
3. Which leadership theory according to you is most suitable in this situation? Elaborate your answer with any leadership theory and justify your answer!
