

School of Finance and Commerce

**Bachelor of Business Administration in Financial Investment Analysis
Semester End Examination - Jun 2024**

**Duration : 180 Minutes
Max Marks : 100**

Sem II - H1UD104T - Organizational Behaviour*General Instructions*

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

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| 1) | Define learning process | K1(2) |
| 2) | What are the factors affecting organisational climate? | K2(4) |
| 3) | Explain likert's four system of leadership | K2(6) |
| 4) | Analyse the contributionss of various disciplines to the organisation behaviour. | K3(9) |
| 5) | Explain the contributionss of various disciplines to the organisation behaviour. | K3(9) |
| 6) | Evaluate the role of Vroom's expectancy theory to motivate employees and increase performance. | K5(10) |
| 7) | Determine the process of learning in an organization. | K4(12) |
| 8) | What are the major personality traits that managers need to be aware of in order to understand workplace behaviour? Examine in details | K5(15) |
| 9) | Evaluate the significance of trait theories of personality to the study of orngaisational behaviour. | K5(15) |
| 10) | You are the general manager of a large company. After an extensive study of operations, you approved the installation of new machines and a new scheduling system. This investment was expected to result in substantial increase in the productivity and decrease in manufacturing costs. To the surprise of everyone, the productivity has not increased as expected. In fact, productivity has dropped, quality has fallen off and workers' complaints have increased after the installation of new machines. The representatives of the machine suppliers have thoroughly checked the operations in plant and are satisfied that the plant should operate at peak efficiency. You have no reason to believe that new scheduling system may be the culprit. But your immediate subordinates insist that the new scheduling system is operating as | K6(18) |

intended. Some believe that the drop in productivity is caused by a combination of factors such as poor training, poor supervision, lack of financial incentives and poor morale. Your President called you in the morning and reviewed your production figures for the last quarter. He is concerned about the effectiveness of your investment decision to acquire new machines. He indicated that the problem was yours and you should resolve the problem without further delay. Answer the following questions. a. What is the problem in this case? b. Do you agree with the general manager's approach in introduction of change in the organization? Give reasons for your answer. c. As the general manager, what steps will you take to resolve the problem?