

Organization Behavior  
(SS2037)

Date: 3 June, 2025

Course Instructor  
Sana Waqas

Final Term

Total Time: 3 Hours

Total Marks: 80

Total Questions: 05

Semester: SP-2025

Campus: Lahore

Student Name

Roll No

Section

Signature

**Q. No 1:** In an organizational setting, two employees witness the same situation—one perceives a constructive critique from a manager as helpful feedback, while the other interprets it as a personal attack. Explain how this difference illustrates the distinction between sensation and perception, and discuss the factors that may influence such perceptual variations. [Marks: 15, CLO: 1]

**Q. No 2:** What are informal groups? Discuss its benefits, challenges and its impact on organization? [Marks: 15, CLO: 2]

**Q. No 3:** Adeel is a project manager at a fast-growing fintech startup. He's known for being technically brilliant but often dismisses team members' concerns as "emotional overreactions." During a high-stakes product launch, one of his team members, Sara, expressed her frustration about the unrealistic deadlines and lack of recognition for the team's overtime efforts. Adeel responded with, "We're all stressed—just tough it out." The next week, two key developers quietly requested transfers to other teams. The launch was successful, but Adeel's team morale plummeted, and productivity dropped post-launch. As HR is called in to investigate the root cause, they're trying to determine if Adeel's lack of emotional intelligence played a role in the team's disengagement.

In the context of organizational behavior, how could a higher level of emotional intelligence in Adeel's leadership have changed the outcome of this situation? Discuss using concepts of self-awareness, empathy, and social skills. [Marks: 15, CLO: 2]

*wood, weed; rocks, high ground*

**Q. No.4:** What are four different domains/forms of organizational politics? Explain with Examples [Marks: 15, CLO: 3]

**Q. No 5:** At NextGen Robotics, a leading tech company known for its cutting-edge robotic automation solutions, CEO Marco Rossi is a charismatic leader with an uncanny ability to rally his

employees around his vision of transforming the future of manufacturing. Marco is known for his inspirational speeches, frequent media appearances, and his role as a thought leader in the robotics industry. His leadership style has generated a loyal following among employees, who often describe him as a visionary who understands how to make big ideas a reality.

However, you, as the head of the Research and Development (R&D) department, have recently discovered a troubling situation. Marco's ambitious goal of launching a fully autonomous robotic system has been publicly touted as being in its final stages of development. Yet, your team has been facing numerous technical setbacks and delays. The latest prototype is far from market-ready, and there are serious concerns about its safety and functionality. Despite this, Marco is pressuring the team to push forward with the project's timeline and to present the technology as nearly finished in the upcoming investor meetings.

You're now faced with a dilemma: you are loyal to the company and its vision, but you know that releasing a faulty product prematurely could lead to major safety issues and damage the company's reputation. You're also aware that Marco's magnetic leadership style has created an environment where questioning him is difficult, and speaking out could risk not only your career but also the future of your team.

### ***The Challenge:***

You're torn between your loyalty to Marco's vision and your professional duty to ensure the product meets safety and quality standards. You fear the potential consequences of speaking up, including being seen as obstructing Marco's ambitions, and the possibility of retaliation from his supporters within the company. Yet, remaining silent could result in harm to customers, stakeholders, and the company's long-term success.

**Discussion Question:** How should you navigate this ethical dilemma, considering the influence of Marco's charismatic leadership and the potential risks of your actions? Should you confront Marco directly about the concerns, and if so, how can you do so without undermining his leadership? Alternatively, what other options might you explore to protect the integrity of the product and the company, while remaining true to your ethical obligations? [Marks: 20, CLO: 3]