

Organizational Behavior (SS2037)

Date: Feb 27, 2025

Course Instructor

Sana Waqas

Sessional 1

Total Time: 1 Hour

Total Marks: 30

Total Questions: 03

Semester: Spring-2025

Campus: Lahore

Student Name

Roll No

Section

Signature

**Note & Instructions:**

Attempt all questions. Write your Name, Roll Number and Section. Give time to each question according to the marks. If you find any ambiguity, don't ask the invigilator. Make your own assumption.  
Best Wishes and Good Luck

**Question no: 1**

[Marks: 10, CLO: 1]

How can organizations balance the pursuit of diversity with merit-based hiring, ensuring that inclusion efforts remain ethical and do not unintentionally lead to reverse discrimination?

**Question no: 2**

[Marks: 10, CLO: 1]

A fast-growing tech startup hires two software engineers, Alex and Sam, both with similar experience and skill sets. During the hiring process, Alex confidently negotiates a 15% higher salary than Sam, who, unaware of the pay gap, eagerly accepts the offer. A year later, Sam learns about the difference and raises concerns about fairness.

As a manager, you now face a dilemma: Should you adjust Sam's salary to match Alex's, potentially setting a precedent for retroactive pay adjustments? Or should you maintain the original agreements, arguing that negotiation is a skill just like any other?

How should compensation policies balance negotiation skills with internal pay equity?

**Question no: 3**

[Marks: 10, CLO: 1]

A rapidly growing startup initially had all major decisions made by the CEO. As the company expands, delays in approvals are slowing progress. Should the company decentralize decision-making to empower managers, or does centralization ensure better control and consistency?