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Q.1 (A) Various contribution to the field of OB are:-

① Physiology:-

- Physiology is a science of behaviour.
- It basically deals with individuals rather than a group of person.
- It may be a human being or an animal or any other living creature.

② Sociology:-

- As the name suggest it deals with the social culture and varies from place to place.
- It is the study of two or more interacting behaviour in a society.

③ Social Physiology:-

- It is the mixture of first two, it deals with how an individual plays role when acted in a society or group of people.
- In short terms, we can say behaviour of one's among others.

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(4) Anthropology:

- It is study of relationship b/w a human & its environment.
- In organization terms we can say behaviour of an individual in a specific organization.

(5) Political sciences:

- They are somewhat related to leadership roles in an organization.
- They contribute to understanding the dynamics of power centres and how people manipulate power for individual self-interest.

(6) Economics

- Economic is related with finance of a company or cost to company.
- So basically it deals with how organization interaction must be when it comes to things like market failure or over-achieving something.

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Q. So above mentioned were some of the contribution of various discipline in the field of OB.

S.1(B) "Beauty lies in the beholder".

→ So basically in general terms this quote states that anything good or bad depends upon the perception of an individual (here beholder).

→ If we take in terms of perception process than it mainly consist of three major parts:

- ① Selection
- ② Organization
- ③ Interpretation.

so if we elaborate these terms more deeply we can clearly understand these quote.

① Selection.

⇒ So with our fine senses we first select thing which are beneficial or can be

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Beneficia are selected first.

- Then now we are ready with our Salient (most attractive) features that we learned through some course of action.
- Further these are divided into two factors

① External:

- size, proximity, intensity

② Internal

- Attitude, motives, interest.

② Organization:

- Now once we have identified our salient feature, we start to organize them.

They consist of

① Grouping:

- Same kind of features are grouped together.

② Proximity

- Closeness of stimuli to one another based on perception

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Q. ③ Closure.

⇒ Lastly organizing them so that they follow a pattern.

④ Interpretation.

- ⇒ Now as a last step we analyze the two above pre-processed steps.
- ⇒ We conclude something on the basis of our likes and dislikes.
- ⇒ As a human nature it always chooses the one which has more benefits or good in terms of one's perspective.

So above mentioned was just a process, but anyone following these process can easily get something good out of bad.

For E.g:-

- ⇒ In these though tough times as offline classes are restricted but still we are studying with same motivation and as a outcome we are glad to have some extra time with us to do other activities with the ongoing curriculum.

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Q.2 (A) Motive.

- The term motive comes from parent word "motivation".
- Motive determines the desires, wants, that drives a human to work more and more to achieve his/her pre-defined goals.
- When motives are kept into action they are termed as motivation.
- Motivation helps one's in either of below mentioned way:
 - (i) getting more efficiency in work.
 - (ii) Faster execution of task.
 - (iii) Good relations with colleagues and family.
 - (iv) good surrounding environment.

Herb. Herzberg gave two factor's theory for mativation.

- He stated that any motivating factors can be divided into two main broad categories.

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- (i) Hygiene
- (ii) Motivators.

(i) Hygiene.

- ⇒ As the name suggest it deals with basic needs a employer (in terms of organization) wants from.
- ⇒ These can also be classified as primary needs for motivation.
- ⇒ Further some of them can be identified as:

- Salary
- Security
- Company Policy
- Quality of Supervision
- Working Benefits.
- Relation with other employees.

(ii) Motivators:

- ⇒ These are some extra parameters provided to make motivation towards something more affective.
- ⇒ These are also terms as secondary needs but more importantly it has more effect as compared to Hygiene.

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Ques 2

Q. \Rightarrow These below mentioned may or may not be provided by an organization.

- Salary increment
- Personality growth
- Designation growth
- Achievements
- Responsibility.

These was theory provided by Herzberg for Motivation

Q.2(B) Operant Conditioning:-

- \Rightarrow operant conditioning is simply "if - else" statement that we study in any programming language.
- \Rightarrow If performing some actions gives us a good result then we perform it more or if turns out be unsuccessful we just choose another alternative.
- \Rightarrow It is not always that if something gives good result at once might also be continued further.

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Q. For e.g:-

→ If an employee is paid extra salary for taking out task as a leader first time he/she may get some incremental but not always possible.

It is steps of three major process.

(1) Stimuli (2) Response (3) Reinforcement.

(1) Stimuli

→ We stimulate a task

(2) Response

→ We get some response

(3) Reinforcement (Positive output)

→ After analyzing response we may or may not perform based on output.

→ But if output comes out to be positive we again stimulate the task and cycles goes on.

→ There are two types of reinforcement

(1) Positive (2) Negative

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(Ans)

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Also "Punishment" is a term used for negative outcomes & they two are classified into Positive and Negative.

→ Reinforcement always increases response while Punishment always decreases response.

For e.g.:

- A very common case is of rat when he enters into house in search of a food, he might succeed many times so response is increasing.
- But after the housekeeper ~~new~~ knew about that he/she kept a trap for catching him, thus now punishment came into picture.

Thus Operant conditioning theory helps to make learning curve more better.

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Q. 3

(1) Some of the factors that may be considered for brain drain at Dreamlimited are

- Poor work-life balance.
- Insufficient interaction of managers with employees.
- Supremacy rule of higher authorities.
- Lesser responsibility provided
- Lesser involvement.

- (2) → Yes, definitely b/c we can clearly see that employees are not engaging themselves in the workplace.
- And the problems lies with most of them and forces to leave.
- So clearly there is a problem in organizational commitment levels
- And if specifically we talk about levels which consist of
- Affection with organization (Bond)
 - Fear of loss (whether to stay or leave)

so both of these levels lack in the company, because as such no affection is

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there and among employees there is clear cut idea about leaving the organization without scaling what benefits they may loose on giving up the present designation.