

- 1) In the light of women leadership in India, discuss the issue of Glass Ceiling. [CO4, 4, LDL]

Concept of Glass Ceiling- Situation where the advancement of a qualified person within the hierarchy of an organization is stopped at a lower level because of some form of discrimination, most commonly sexism. Believed to be an unofficial, invisible barrier that prevents women from advancing in businesses.

**1 mark for concept**

Types of Glass Ceiling Barriers:

- Different pay for comparable work.
- Sexual discrimination or harassment in the workplace
- Exclusion from informal networks, Stereotyping and preconceptions of women's roles and abilities
- Failure of senior leadership to assume accountability for women's advancement

**3 marks for explaining any 3 points with reference to India**

- 2) Comment upon the challenges of the modern era with reference to gender equality. Give examples from contemporary Indian scenarios. [CO4, 5, ADL]

Concept of Gender Equality- Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making. When the different behaviours, aspirations and needs of women and men are equally valued and favoured and equal opportunities in all spheres of life for both men and women.

**1 mark for concept**

- Abuse violence and discrimination against women.
- The issues with women's rights are still being ignored and remain as a 'social epidemic'.
- Many governments turn a blind eye towards the increasing problems with the discrimination and violence against women
- Abused victims of rape, unfair treatments in the workplace, domestic violence etc

**4 marks for explaining above points with reference to India**

- 3) Explain how gender sensitization can help in changing the traditional gender stereotypes. [CO4, 4, MDL]

**Gender Sensitization** "is about changing behavior and instilling empathy into the views that we hold about our own and the other gender." It helps people in examining their personal attitudes and beliefs and questioning the 'realities' faced by the women in Indian society as well in other countries. It refers to the modification of behavior by raising awareness of gender equality concerns. Can be done by adding in academic courses. By conducting various sensitization campaigns, workshop and seminars.

**2 marks for concept**

2 marks for any two specific gender stereotypes (from the list below) and how the same can be changed

## ***Traditional Gender Stereotypes.***

<b><i><u>Feminine.</u></i></b>	<b><i><u>Masculine.</u></i></b>
<b><i>Not aggressive.</i></b>	<b><i>Aggressive.</i></b>
<b><i>Dependent.</i></b>	<b><i>Independent.</i></b>
<b><i>Easily influenced.</i></b>	<b><i>Not easily influenced.</i></b>
<b><i>Submissive.</i></b>	<b><i>Dominant.</i></b>
<b><i>Passive.</i></b>	<b><i>Active.</i></b>
<b><i>Home-oriented.</i></b>	<b><i>Worldly.</i></b>
<b><i>Easily hurt emotionally.</i></b>	<b><i>Not easily hurt emotionally.</i></b>
<b><i>Indecisive.</i></b>	<b><i>Decisive.</i></b>
<b><i>Talkative.</i></b>	<b><i>Not at all talkative.</i></b>
<b><i>Gentle.</i></b>	<b><i>Tough.</i></b>
<b><i>Sensitive to other's feelings.</i></b>	<b><i>Less sensitive to other's feelings.</i></b>
<b><i>Very desirous of security.</i></b>	<b><i>Not very desirous of security.</i></b>
<b><i>Cries a lot.</i></b>	<b><i>Rarely cries.</i></b>
<b><i>Emotional.</i></b>	<b><i>Logical.</i></b>
<b><i>Verbal.</i></b>	<b><i>Analytical.</i></b>
<b><i>Kind.</i></b>	<b><i>Cruel.</i></b>
<b><i>Tactful.</i></b>	<b><i>Blunt.</i></b>
<b><i>Nurturing.</i></b>	<b><i>Not nurturing.</i></b>

4) What is Role Conflict? Identify and explain the type of role conflict in the following scenarios: [CO2, 5, MDL]

Role conflict happens when there are contradictions between different roles that a person takes on or plays in their everyday life. **1 mark for explaining the concept**

a) Siddharth's promotion at work requires him to work longer hours. This results in missing dinner with his family most nights of the week. His spouse and children begin to complain about missing him.

**Inter Role**

**1 mark for correct identification**

**1 mark for explanation with reference to the situation**

b) Ragini receives counsel from her department head that she needs to socialize less with non-management employees; she is also told by her project manager that she needs to be a better team member and that she can accomplish this by socializing more with other non-management team members.

### **Intra role/Inter sender**

**1 mark for correct identification**

**1 mark for explanation with reference to the situation**

5) Why is well-being important for individuals? How can individuals practice mindfulness meditation to enhance well-being? [CO1, 4, LDL]

Promoting wellbeing at work can help create a positive working environment by minimising stress levels, improving employee satisfaction and engagement, and ultimately helping your employees thrive at work. We believe a happy and healthy workforce is essential in building a successful business.

**2 marks for explaining the importance of well-being**

Mindfulness Meditation

**2 marks for explaining the process of meditation**

- Sitting comfortably
- Taking three slow, deep breaths to inject both energy and relaxation
- Breathing naturally and bring a very gentle attention to our breath
- Becoming aware of in breath, out breath, and space in between
- Let the mind rest on your breath
- If at any time one feels distracted by a sensation, thought, or sound just acknowledge it, and very gently let it go
- Bringing attention very gently back to the breathing

6) What is personality? Discuss the main features of the MBTI model of personality? Explain any two dimensions of the MBTI model. [CO2, 5, ADL]

Concept of Personality- The dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to his environment". - Gordon Allport. The sum total of ways in which an individual reacts and interacts with others, the measurable traits a person exhibits. Personality can be defined as the distinctive and characteristic patterns of thought, emotion, and behavior that make up an individual's personal style of interacting with the physical and social environment.

**1 mark for explaining the concept**

The Myers-Briggs Type Indicator (MBTI) (Briggs Myers, 1962) is used to determine the personality type of an individual and consists of four dichotomous scales: introvert/extrovert (IE), thinking/feeling (TF), sensing/intuiting (SN), and judging/perception (JP).

Features:

**2 marks for any two features**

- Most widely-used instrument in the world.
- It's a 100-question personality test that ask people how they usually feel or act in particular situations.
- on the basis of that participants are classified on four types, such as E or I, S or N, T or F, J or P.

Psychological processes or 'functions' for Perceiving – Sensing (S) and Intuition (N) and two processes for Judging – Thinking (T) and Feeling (F).

**2 Marks for explaining any two**

- Extraverted (E) vs. Introverted (I): extraverted individuals are outgoing, sociable, and assertive. Introverts are quiet and shy
- Sensing (S) vs. Intuitive (N): sensing types are practical and prefer routine and order. Intuitives rely on unconscious processes and look at the big picture.
- Thinking (T) vs. Feeling (F): thinking types use reasons and logic to handle problems. Feeling types rely on their personal values and emotions.
- Judging (J) vs. Perceiving (P): judging types want control and prefer their world to be ordered and structured. Perceived types are flexible and spontaneous.

7) A student aims to give high performance at Jaypee Model United Nations (JMUN). Using the concept of social facilitation, what steps should the student take to increase the chances of high performance? [CO3, 4, HDL]

Social Facilitation: effects upon performance resulting from the presence of others; Presence of others can either result in better or impaired task performance.

**1 mark for explaining the concept**

Steps that can be taken:

- Involve self in other similar competitions
- Practice with other friends and colleagues
- Practice a lot to make the task easy for him/ her

**3 marks for above three points**

8) Analyze the learnings from Hawthorne Studies in the context of behavior in organizations. [CO3, 4, ADL]

- Worker behavior and sentiments were closely related.
- Group influences (norms) were significant in affecting individual behavior.
- Group standards (norms) were highly effective in establishing individual worker output.
- Money was less a factor in determining worker output than were group standards, sentiments, and security

**4 marks for above four points**