



Final Assessment Test (FAT) - May 2024

Programme	B.Tech.	Semester	WINTER SEMESTER 2023 - 24
Course Title	ORGANIZATIONAL BEHAVIOR	Course Code	BMGT103L
Faculty Name	Prof. MEENAKSHI SANKARAN	Slot	BI+TB1
		Class Nbr	CH2023240500615
Time	3 Hours	Max. Marks	100
General Instructions:			
• Write only Register Number in the Question Paper where space is provided (right-side at the top) & do not write any other details.			

Section - I

Answer all questions (5 X 8 Marks = 40 Marks)

01. Explain how the study of organizational behavior helps in understanding an organization better. [8]
Give an example. (6+2 Marks)
02. How Type A and Type B personalities can affect individual performance and interactions in a work environment. Provide examples to support your answer.(5+3 Marks) [8]
03. What are the consequences of stress? Suggest effective measures to manage stress. (4+4 Marks) [8]
04. Discuss the differences between Emotional Quotient (EQ) and Intelligent Quotient (IQ) (4+4 Marks) [8]
05. What is organizational culture? Explain its importance and development in an organization. [8]
(3+5 Marks)

Section - II

Answer all questions (4 X 15 Marks = 60 Marks)

06. Azure Corporation, a multinational company operating in the technology sector, faces challenges due to its current organizational structure. The company has grown rapidly over the past few years, expanding its product lines and entering new markets. However, this growth has led to inefficiencies and communication breakdowns within the organization. The CEO of Azure Corporation is considering restructuring the company to improve its agility and decision-making processes. The current structure is hierarchical, with multiple layers of management. The CEO believes that a flatter, more decentralized structure might be more effective in responding to market changes and fostering innovation. However, the proposed restructuring would require significant changes in the organization's culture and processes. Some employees are resistant to change, fearing job losses or a loss of status in the new structure. There are also concerns about how the new structure would impact communication and collaboration across different departments and regions. [15]

Question:

- i) Analyze the current organizational structure of Azure Corporation and identify its strengths and weaknesses. (7.5 Marks)
- ii) Propose a new organizational structure for Azure Corporation, taking into account its global operations and the need for improved agility and innovation. (7.5 Marks)

07. Neptune, a medium-sized manufacturing firm, is experiencing a decline in productivity and employee motivation. The current leadership style, which is predominantly authoritative, has led to a lack of employee engagement and innovation. The CEO recognizes the need for a change in leadership style to address these issues. However, there is uncertainty among the leadership team about which style would be most effective in this situation. Some leaders advocate for a more participative approach, while others believe that a transformational leadership style is needed. [15]

Question:

- i) Evaluate the advantages and disadvantages of a participative leadership style and a transformational leadership style in the context of Neptune's situation. (7.5 Marks)
- ii) Based on your analysis, recommend a suitable leadership style for Company Neptune and justify your choice. Discuss how this leadership style can address the challenges faced by the company and improve employee motivation and productivity. (7.5 Marks)

08. A global software development firm named Z transitioned to a fully remote work environment in response to the COVID-19 pandemic. While this transition initially went smoothly, the company is now facing several challenges related to remote work and organizational behavior. One major issue is the lack of team cohesion and collaboration among employees. With team members working from different locations, communication has become a challenge, leading to misunderstandings and delays in project timelines. Additionally, some employees feel isolated and disconnected from their colleagues, which affects their motivation and job satisfaction. Another challenge is maintaining a healthy work-life balance. Many employees report working longer hours and struggling to disconnect from work, leading to burnout and decreased productivity. [15]

Question:

- i) Evaluate the factors contributing to employee isolation and disconnection in a remote work environment. How could these issues be resolved to improve job satisfaction and employee motivation? (7.5 Marks)
- ii) Recommend organizational behavior interventions that Company Z can implement to overcome the challenges of remote work and foster a positive and productive remote work culture. (7.5 Marks)

09. i) Write down the differences between groups and teams. (7.5 Marks) [15]
ii) Discuss the differences between content theories of motivation and process theories of motivation. (7.5 Marks)

