



Continuous Assessment Test (CAT) – I - FEB 2024

Programme	: B.Tech	Semester	: Winter
Course Code & Course Title	: BMGT103L & Organisational Behavior	Class Number	: CH2023240500615
Faculty	: Dr. Meenakshi Sankaran	Slot	: B1+TB1
Duration	: 90 Minutes	Max. Mark	: 50

General Instructions: < Use this space to provide additional information such as graph sheet, data book etc.>

- Write only your registration number on the question paper in the box provided and do not write other information.
- Use statistical tables supplied from the exam cell as necessary
- Use graph sheets supplied from the exam cell as necessary
- Only non-programmable calculator without storage is permitted

Answer all questions

Q. No	Sub Sec.	Description	Marks
1.		Explain the different kinds of learners. Why it is crucial to understand them from the organisational perspective?	10
2.		Discuss the determinants of personality and how that impact us on the job?	10
3.		What is the difference between job satisfaction and Organizational commitment? Which do you think would be more strongly related to performance? Which would be more strongly related to turnover? Justify your answer with proper example	15
4.	a.	Nikhil runs a small dhabba on the Jaipur highway. He is very rigid and follows a strict policy of punishment like cutting the salary, stopping increments or giving job termination threats to his workers for any kind of discrepancies in their work. He does not seek advice or opinions from his workers, as he does not have any confidence on the competence of his workers. In addition, the workers are not willing to offer useful suggestions, as they do not expect any motivation or incentive for taking such initiatives. As a result, the labour turnover is high and his business has been adversely affected.	15
	b.	In the above context: As per the Maslow's need hierarchy theory of motivation, some of the human needs of workers are unnoticed by Nikhil. Identify and explain. (7.5 marks) Assume, you are paid \$10 an hour working as an office assistant. You have held this job for 6 months. You are very good at what you do, you come up with creative ways to make things easier around you, and you are a good colleague who is willing to help others. You stay late when	

	<p>necessary and are flexible if requested to change hours. Now imagine that you found out they are hiring another employee who is going to work with you, who will hold the same job title, and who will perform the same type of tasks. This particular person has more advanced computer skills, but it is unclear whether these skills will be useful on the job. The starting pay for this person will be \$14 an hour.</p> <p>In the given context, would you be as motivated as before, going beyond your duties? Identify, which process theory of motivation can be demonstrated in the given scenario. (7.5 marks)</p>	
*****All the best *****		