

TILAK MAHARASHTRA VIDYAPEETH, PUNE
MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: MAY/JUNE- 2024
SEMESTER - I
Sub.: Organisational Behaviour (MBA105)

Date : 05/06/2024

Total Marks : 60

Time: 2.00pm to 4.30pm

- Instructions:** 1) All questions are compulsory.
2) Figures to the right indicate full marks.
-

- Q. 1. Write Short notes on (Any Three) (15)**
1. Qualities of a leader
 2. Conflict Management
 3. Types of groups
 4. Nature and Characteristics of Organisational Behaviour
 5. Perception process
- Q. 2. Answer in detail (Any One) (10)**
1. What is the concept of an organization, and why is understanding organizational behavior essential in modern workplaces?
 2. Discuss the fundamental principles and theories that form the basis of organizational behavior, incorporating relevant visual aids to illustrate key concepts.
- Q. 3. Answer in detail (Any One) (10)**
1. What constitutes a team, and what attributes contribute to the effectiveness of teams?
 2. Discuss the essential characteristics and components that define successful teamwork.
- Q. 4. Answer in detail (Any One) (10)**
1. What are the different phases involved in the development of groups, and how do these stages influence group dynamics and performance?
 2. What are the key distinctions between a leader and a manager in the context of organizational roles and responsibilities?
- Q. 5. Case study (15)**
- At XYZ Corporation, the management introduces a new project that requires employees to collaborate in cross-functional teams to achieve project objectives. However, upon the announcement of the project, many employees express hesitation and resistance to the idea of working in groups.
- Some employees cite concerns about potential conflicts and disagreements within teams, fearing that it may hinder productivity and strain working relationships. Others express apprehension about the added pressure of having to depend on their colleagues' contributions, worrying that individual performance may be overshadowed or unrecognized in a team setting.
- As a result of this reluctance, employees exhibit a preference for working independently, seeking to maintain control over their tasks and decision-making processes. This individualistic mindset creates challenges for the successful implementation of the project, as collaboration and teamwork are essential for its completion.

The management recognizes the need to address employees' concerns and promote a culture of collaboration within the organization. They initiate discussions and workshops to foster a better understanding of the benefits of teamwork and provide training on effective communication and conflict resolution skills. Additionally, they implement measures to ensure that individual contributions are valued and recognized within the team dynamic.

Through these efforts, the management aims to gradually shift employees' attitudes towards collaboration, fostering a more cohesive and productive work environment.

Question

- 1) What factors might contribute to employees' reluctance to work in groups within XYZ Corporation?
 - 2) What strategies could be implemented to foster a culture of collaboration and teamwork within XYZ Corporation?
 - 3) How might employees' attitudes towards teamwork and collaboration evolve over time, and what steps can the management take to facilitate this transition?
-