

31 JUL 2025

National Law University, Jodhpur
End Term Examination – April/May 2025
UG II Semester
Organizational Behavior

Time: Three hours

Marks 100

Instructions:

- 1. Attempt any five questions*
- 2. All questions carry equal marks*

Q1. Draw and explain Intra-individual conflict. State the relevant strategies to reduce the conflict. Give suitable examples to support your views.

20 Marks

Q2. Why newly recruited candidates are often considered immature? Examine whether the nature of permanent or temporary job reflects their personality attributes of being matured or immature. Critically analyze the immaturity – maturity theory to assess the preparedness of employees to work in their jobs.

20 Marks

Q3 Mr. Ramana aged 32 years finds himself a 'misfit' in a private bank. He works as a manager in the vigilance section of the bank. Although he gets a decent pay to maintain his family, he is always having negative thoughts and blames himself for anything going wrong in his section. He always makes fun of himself and he thinks other people are better than him. Identify in which 'self' context Mr. Ramana is in? Suggest 4 ways to help Ramana come out of this situation.

20 Marks

Q4 How would you respond to a manager who would say, "Quality of work life balance is a personal problem that doesn't belong in the workplace. If you want to get ahead, be prepared to work a lot of hours and do not complain."

20 Marks

Q5. 'A' Textile Manufacturing factory very recently introduced a biometric attendance system to capture the inward and outward (daily) attendance of employees by capturing their eye images and scanning their fingerprints. There about 250 employees employed in the organization. The employees feel that use of fingerprint scanning can violate their personal information. The management wants to implement the attendance recording scheme.

- a) Draw and Label the Force Field Analysis Diagram and mention the restraining factors and motivating factors that affect the change in the organization

b) Identify two strategies to ensure change is accepted and internalized as a part of organization culture.

10+10=20 Marks

Q6 Write Short Notes on any (TWO ONLY)

a) Organizational Development

b) Perceptual Process

c) Process of conflict

10+10=20 Marks



11 SEP 2025

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Q1. Draw and explain the Johari window. Give suitable examples to support your views.

20 Marks

Q2. Why do employees resist change in the organization? Draw and explain whether force field analysis can determine the momentum of change. Critically analyze the role of internal change agents to handle the change.

20 Marks

Q3. Mr. Mohan Kumar was working as a Mechanical Engineer in Central Railways and was posted in Mumbai. After serving the organization for 15 years as a permanent employee, he was diagnosed with AIDS in July 2024. He submitted his medical reports to the HR department. On 15th February, 2025, he was due to face departmental tests and in the month of May 2025, he was scheduled to face the interviews for being considered for promotion. He has a good track record in his performance assessment too. But the Management out-rightly denied him the opportunity of participation in departmental tests, and interviews for promotions and terminated his employment from 1st June 2025 solely on account of their HIV-positive status by giving one month notice.

Answer the questions from the above case.

- a) Discuss whether self-image and self-worth will be affected by internal and external facts.
- b) Kindly provide three suggestions that could help him retain his self-image and self-worth.

10+10 = 20 Marks

Q4) 'Culture creation and sustenance is a process of systematic indoctrination of organizational leaders' ideology and their values.' Do you agree or disagree with the statement. Give 5 reasons to substantiate your answer.

20 Marks

Q5). List out the ways through which one can observe the presence of power in the organization Explain the contextual understanding of the term 'power imbalance' in an organization. Can 'dependency' alone change the power dynamics in the workplace? Do you agree or disagree? Give suitable examples.

10+10=20 Marks

Q6. Write short notes on the following (ANY TWO)

- a) Symptoms of groupthink
- b) External Change Agents
- c) Job dissatisfaction

10+10=20 Marks