

NATIONAL LAW UNIVERSITY, JODHPUR

End Term Examination - 2023

Semester III

Subject: Organisational Behaviour

Time 3 Hours

Max. Marks 100

Instructions to students

1. The students shall comply with the examination protocol.
2. Students shall restrain from seeking clarifications.
3. All questions carry equal marks
4. Students need to attend ANY FIVE questions only

Q1. What are the symptoms of groupthink that exists in a group? What could be the probable outcomes of groupthink in a group? Estimate and explain atleast five outcomes.

10+10=20 Marks

Q2. Answer the following questions:

- a) Do you think workplace stress should be consciously nurtured? State reasons.
- b) Mr. A. Awasthi, works on a term based contract, as a clerk in ABC company in Indore. At two different occasions, he was able to clear the departmental tests but was unable to clear the interview sessions during the selection process. He thinks he did not get promotion for past 8 years just because of discrimination of the top boss. You as an HR Manager are required to anticipate and estimate atleast 5 attitudinal factors which Mr. Awasthi can indulge in to get the said promotion.

10+10=20 Marks

Q3. Read the case, formulate issues and write the analysis

Ms. Kiran Pandey a CEO of a MND firm engages Ms. Anita Verma as a change agent as a consultant to initiate the organisation-wide change programme, but she chose not to share with anyone. She appointed the change agent formally after two months of experience. Ms. Kiran constantly provided oral reminders to employees to follow the instructions of the Change agent. Ms. Anita always communicated through email in the context of giving instructions or taking a follow-up from the group email of employees and personalised emails. She communicated all change related matters through web internet sources only. Employees interpret the change differently. Do you think that Ms. Anita will be able to effectively implement the organisation-wide change by being a change agent? Substantiate your answer with suitable reasons. You are required to apply the Kurt Lewin's Force Field

143

analysis to substantiate your answer pertaining to the change process initiated by Ms. Anita.

20 Marks

Q4. Answer the following questions:

- a) Explain the operant conditioning and its relevance during sustaining of organizational culture?
- b) Identify the seven characteristic features of organizational culture

10+10=20 Marks

Q5 Draw and explain the strategies adopted for intergroup conflict.

20 Marks

Q6. Answer the following questions:-

- a) Differentiate between groups and Teams
- b) 'Teams do not accomplish their team assignments'. Explain.

10+10=20 Marks