

JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT

TEST -2 EXAMINATION- 2024

B.Tech-II Semester (BBA)

COURSE CODE(CREDITS):23BB1HS211(03)

MAX. MARKS: 25

COURSE NAME: Organizational Behavior

COURSE INSTRUCTORS: Dr Tanu

MAX. TIME: 1 Hour 30 Minutes

Note: (a) All questions are compulsory.

(b) Marks are indicated against each question in square brackets.

Q1. A company has retained you to recruit HR executives with the prime responsibility of managing the construction workers of a multiplex. The HR Executives are required to achieve project completion within fixed timelines and maintain good industrial relations. Suggest how you can use EI to recruit the right fit for the company. (Marks 4)[CO 2]

Q2. You have been getting a lot of complaints recently from your boss about the consistent tardiness of your work group. The time-sheet record indicates that your people's average start-up time is about ten minutes late. While you have never been concerned about the tardiness problem, your boss is really getting upset. He points out that the tardiness reduces the amount of production time and delays the start-up of the assembly line. You realize that the tardiness is a type of avoidance behavior – it delays the start of a very boring job. Your work group is very cohesive and each of the members will follow what the group wants to do. One of the informal leaders of the group seems to spend a lot of time getting the group into trouble. You want the group to come in on time, but you don't really want a confrontation on the issue because, frankly, you don't think it is important enough to risk getting everyone upset with you.

Questions

- a) Is cohesiveness responsible for creating widespread of tardy behavior in the group? Do you agree or disagree? Explain.
- b) As a group leader how would you handle this situation?
- c) Social loafing is a problem many Managers face. What solutions would you provide to minimize social loafing among group members?
- d) What are the pre-requisite of team building and team work? (Marks 4*3= 12) [CO4]

Q3. Your company has now started recruiting management trainees from the best business school. As the HR director, of late you are observing that many of these newly recruited employees have started disliking the existing system of working in the organization, and many even overtly criticize the system. You are apprehending that these bright young people may leave their jobs. From a motivational point of view, what steps can you initiate to turn this situation to your advantage? (Marks 4)[CO 3]

Q4. Perception is the ability to notice or understand something. Keeping this definition in mind list and explain the common decision biases or errors. (Elucidate your answer with suitable examples) (Marks 5)[CO 3]