

Roll No.



**PRESIDENCY  
UNIVERSITY**  
BENGALURU

**Department of Research & Development**  
**Mid - Term Examinations - SEPTEMBER 2024**

<b>Odd Semester:</b> Ph.D. Course Work	<b>Date:</b> 27 /09/2024
<b>Course Code:</b> MBA 2036	<b>Time:</b> 2:00pm – 3:30pm
<b>Course Name:</b> Organizational Behavior	<b>Max Marks:</b> 50
<b>Department:</b> SOM (HR)	<b>Weightage:</b> 25%

**Instructions:**

(i) Read all questions carefully and answer accordingly.

(ii) Do not write anything on the question paper other than roll number.

**Part A**

<b>Answer ALL the Questions. Each question carries 5 marks.</b>		<b>4Qx5M=20M</b>
<b>1</b>	Explain the importance of managing a diverse workforce in the context of Organizational Behavior. What benefits and challenges does workforce diversity bring to organizations?	<b>5 Marks</b>
<b>2</b>	Differentiate between values, beliefs, opinions, and attitudes. Discuss how these concepts are interconnected and their implications for employee behavior and organizational culture.	<b>5 Marks</b>
<b>3</b>	Critically evaluate the impact of perception distortions, such as the halo effect and selective perception, on managerial decision-making. How can these distortions affect performance appraisals and employee interactions?	<b>5 Marks</b>
<b>4</b>	Critically evaluate the differences between transformational and transactional leadership styles. How do these styles influence employee motivation, organizational culture, and overall performance?	<b>5 Marks</b>

**Part B**

<b>Answer ALL Questions. Each question carries 15 marks.</b>		<b>2Qx15M=30M</b>
<b>5</b>	You are tasked with forming a new project team in your organization. To ensure a balanced team dynamic, you consider using personality assessments based on the Big Five Model and the Myers-Briggs Type Indicator (MBTI).  Question: Discuss how you would apply insights from these personality frameworks to create a well-rounded team. What factors would you consider	<b>15 Marks</b>

	when selecting team members, and how would you address potential conflicts arising from differing personality types?	
<b>6</b>	<p>Your organization is experiencing high turnover rates, and employee satisfaction surveys indicate low motivation levels. To address this, you are tasked with redesigning jobs to enhance motivation using theories like Maslow's Hierarchy of Needs and Herzberg's Two-Factor Theory.</p> <ul style="list-style-type: none"><li>• Question: Analyze how you would apply these motivational theories to design jobs that increase employee satisfaction and retention. Discuss specific job design strategies, such as job enrichment and job rotation, and how they can be implemented effectively.</li></ul>	<b>15 Marks</b>