
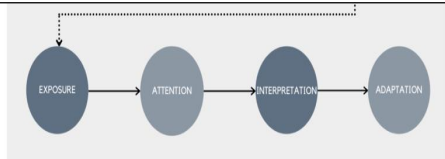
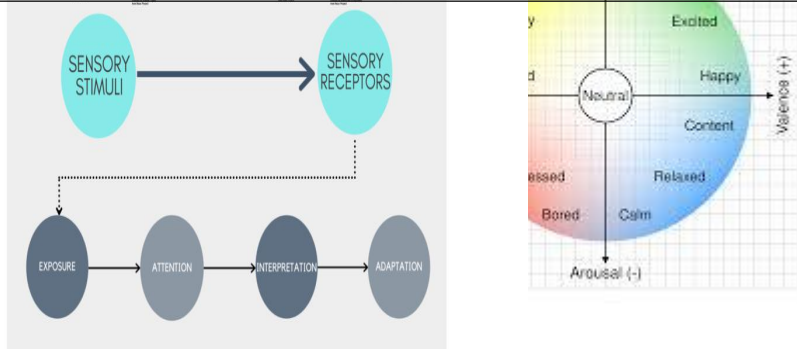



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Internal Assesment Test - I - Answer Key																					
Sub:	Management and Organizational Behavior – SET 2											Code:	24MBA101								
Date:	04-02-2025		Duration:	90 mins		Max Marks:	50		Sem:	I		Branch:	MBA								
Answer Key																					
CMR INSTITUTE OF TECHNOLOGY				USN										OBE				CO		RBT	
Internal Assessment Test - II																					
Sub:	Management and Organizational Behavior											Code:									
Date:	25-03-2025		Duration:	90 mins		Max Marks:	50		Sem:	I		Branch:									
SET 2																					
																Ma		Marks			
Part A - Answer Any Two Full Questions (2* 20 = 40 marks)																					
1 (a)	Name any two members in the history of Organizational Behavior and their contribution. Ans : Henri Fayol, a pioneer in management theory, developed 14 principles of management, focusing on administrative structures and functions Maslow's theory provides insights into employee motivation and how to create a work environment that meets employees' needs																[0				
(b)	<div></div> to a continuous, ongoing process ten involving a cycle of actions																[0				
(c)	<div></div> aging es that																[1				
2 (a)	Discuss the difference between intrinsic and extrinsic values. Intrinsic value is the inherent worth of something, while extrinsic value is derived from external factors or relationships. Extrinsic value is value that something has because of its relationship to something else or due to external factors.																[0				

(b)	<p>What are the Conflict Process Model in organizational behavior?</p> <p>The most commonly accepted model of the conflict process was developed by Kenneth Thomas (1976). This model, consists of four stages: (1) frustration, (2) conceptualization, (3) behavior, and (4) outcome</p>	[0]			
(c)		[10]			
3 (a)	<p>Explain the relationship between motivation and employee engagement.</p> <p>Ans Employee motivation and engagement are intertwined, where motivation drives employees to act, and engagement is the emotional commitment and passion they feel towards their work and the company, leading to higher productivity and retention</p>	[0]			
(b)	<p>Explain Large Group Intervention Approach in Organizational change.</p> <p>Ans: LGIs are planned meetings or conferences where a significant portion of an organization's members and stakeholders participate to address organizational issues and opportunities. Purpose: They aim to facilitate organizational change by involving the "whole system" in a change process. Characteristics: Broad Participation: LGIs emphasize the involvement of a wide range of stakeholders, including employees, managers, and external partners. Future-Oriented: They focus on envisioning the future and developing strategies for achieving desired outcomes. Open Systems Perspective: LGIs recognize that organizations are complex, interconnected systems and address problems from a holistic perspective.</p>	[0]			
(c)	<p>Discuss on several approaches to organizational culture.</p> <p>Several approaches to understanding and managing organizational culture include the Competing Values Framework (CVF), Charles Handy's model, and the Organizational Culture Assessment Instrument (OCAI), each offering distinct perspectives on organizational dynamics and their importance (Clan Culture , Collaborative)</p>	[10]			

4	<p style="text-align: center;">Case Study – Compulsory Power Dynamics in Organization Behavior</p> <p>In an active office environment at RMC Corporation, power dynamics are evident during a heated meeting discussing strategies for an upcoming marketing campaign. Sanjeev Kumar, the head of the marketing department, asserts his legitimate power to steer the discussion towards his vision. Despite attempts by Joshna, a junior associate, to challenge his ideas using her expert power, Sanjeev's authoritative behavior dominates the conversation, leaving him feeling disempowered. Meanwhile, Bhavana, a seasoned designer, uses her referent power to delicately influence the group, aligning efforts with Sanjeev's vision while incorporating innovative design elements. Through this interaction, the interplay of different forms of power shapes decision-making and collaboration, highlighting the significance of understanding and navigating power dynamics in organizational behavior.</p> <p>Question</p> <p>Analyze the above case and present your views on How different forms of power, such as legitimate, expert, and referent power, influence decision-making and collaboration within the marketing team at RMC Corporation?</p> <p>Solution :</p> <p>In organizational behavior, power dynamics (Related to RMC Corporation) refer to the ways power is distributed, exercised, and experienced within an organization, influencing interactions, decision-making, and overall organizational culture. Understanding these dynamics is crucial for effective leadership, conflict resolution, and building a positive work environment.</p>	[10]			
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