



Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) – 201306

## POST GRADUATE DIPLOMA IN MANAGEMENT (2019 - 21)

### MID TERM EXAMINATIONS (TERM -II)

Subject Name: **Organizational Behavior II**

Time: **01.30 hrs**

Sub. Code: **PG09**

Max Marks: **20**

#### Note:

1. Writing anything except Roll Number on question paper will be deemed as an act of indulging in unfair means and action shall be taken as per rules.
2. All questions are compulsory in Section A, B & C. Section A carries 1 Case Study of 8 marks. Section B carries 3 questions of 2 marks each and Section C carries 2 questions of 3 marks each.

#### SECTION - A

**04+04 = 08 Marks**

Q. 1: Case Study

Kent Sikes is a junior at state university. He has taken a summer job in the biggest factory in his hometown. He was told to report to the warehouse supervisor the first day at work. The supervisor assigned him to a small group of workers who were responsible for loading and unloading the boxcars that supplied the materials and carried away the finished goods of the factory. After two weeks on the job, Kent was amazed at how little the workers in his crew had accomplished. It seemed that they were forever standing around and talking or, in some cases, even going off to hide when there was work to be done. Kent often found himself alone unloading a boxcar while the other members of the crew were off messing around someplace else. When Kent complained to his co-workers, they made it very plain that if he did not like it, he could quit, but if he complained to the supervisor, he would be sorry. Although Kent has been deliberately excluded from any of the crew's activities, such as taking breaks together or having a Friday afternoon beer after work at the tavern across the street, yesterday he went up to one of the older members of the crew and said, "What gives with you guys, anyway? I am just trying to do my job. The money is good, and I just don't give a hang about this place, I will be leaving to go back to school in few weeks, and I wish I could have gotten to know you all better, but frankly I am sure glad I'm not like you guys." The older worker replied, "Son, if you'd been here as long as I have, you would be just like us."

Q1 (a). What are the major informal roles of the crew members and Kent? What status position does Kent have with the group? Why? (4)

Q1 (b). Why hasn't Kent been accepted by the group? Do you agree with the older worker's last statement in the case? Why or why not?

#### SECTION - B

**02×03 = 06 Marks**

Q. 2: Explain the difference between groups and teams.

Q. 3: Define Power in an organization. How does power differ from authority and influence.

Q. 4: Why do you think the "Big Five" personality traits have been recently found to relate to effective leaders whereas over the years personality traits in general have not?

#### SECTION - C

**03×02 = 06 Marks**

Q. 5. Describe the five stage model of group development with example for every stage.

Q. 6. What is path goal theory of leadership? What is the leader's function in this conceptualization?