

AR17

Code: 17MBA1007

SET-2

**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)**

**I MBA I Semester Regular Examinations, December-2017
ORGANIZATIONAL BEHAVIOUR**

Time: 3 Hrs

Max. Marks: 60

**Answer Five questions
All questions carry EQUAL marks
Question No. 8 is Compulsory**

1. Define OB and its goals. Explain approaches of OB.
2. Define attitude? Explain components and functions of attitude.
3. Define motivation? Explain and evaluate Vroom's expectancy theory.
4. Explain principles of learning. Explain learning through reinforcement.
5. What is the meaning of negotiation. Explain negotiation strategies.
6. What is self efficacy? Explain sources of self efficacy.
7. What is stress? Discuss various causes of stress in employees at work place.

8. CASE STUDY:

Mr Aravind had been a production line employee for nearly eight years with Euro paints Ltd. He was a very strong union man also. Five months ago he was promoted as supervisor of the production line on which he had previously worked. He was now part of the management and enjoyed his position. As a supervisor, Mr Aravind noticed an employee who was repeatedly late for work. Mr Aravind noted four occurrences and after the fifth in twenty days, sent the employee home without pay as stipulated in the labour management agreement. A grievance was filed by the union asserting that Mr Aravind was harassing the employee. During a meeting in the plant manager office the union chief claimed that Mr Aravind was harassing the employee and the employee has come in time. Aravind insisted that the employee had come twenty minutes late. The plant manager also expressed concern at Aravind behavior as a supervisor stating that several other employees had confided that Aravind seemed to enjoy harassing them. Aravind believes that union is out to get him. He likes his job as supervisor and wonders why all the employees have turned against him

Questions

- a) Has Aravind attitude changed since he became a supervisor? Explain
- b) What idea might the union members have formed about Aravind since he became a supervisor?
- c) What should Aravind do now