

Duration: 2 Hrs.

Maximum Marks: 60

Instructions:

- 1) Start each question on fresh page.
- 2) Figures to the right indicate maximum marks.
- 3) Q1 is compulsory. Answer ANY FOUR from Q2 to Q7.

Q.1. Write short note on ANY FIVE of the following:

(05*04=20 Marks)

- a) Measures to overcome Resistance to change.
- b) Factors influencing Perception.
- c) Determinants of Personality.
- d) Overcoming barriers of Communication.
- e) Steps in Organizational Development.
- f) Reasons for Team formation.

Q.2.a. Rose Company is experiencing a decline in employee motivation and productivity. As the new HR manager, you have been given a task to help the company to improve employee motivation and productivity. Explain the Herzberg's Motivation Hygiene Theory of motivation and provide examples of how it can be applied in practice. (10 Marks)

Q.3. IBM recently announced a restructuring plan that involved splitting the company into two separate entities, one focused on software solutions, and other one on infrastructure services. Identify and describe the different stages of change process that company undertakes. (10 Marks)

Q.4. LMN Company is a rapidly growing startup that is experiencing some challenges with its current organizational structure. As a manager, you need to analyze the different types of organizational structures and recommending the most appropriate one for LMN Company. Discuss. (10 Marks)

Q.5. ABC Corporation is experiencing a variety of conflicts among its employees, ranging from disagreements over project goals to interpersonal conflicts between team members resulting in decreased productivity and morale.

a) Explain the common causes of conflict in the workplace. **(05 Marks)**

b) Elaborate on the different types of conflict that can arise in the workplace. **(05 Marks)**

Q.6. Star Square Company Ltd is experiencing a high turnover rate among its employees, and the management team believes that a change in leadership style might help address this issue. Identify and Discuss the different styles of leadership and which style of leadership would you recommend for Star Square Company. **(10 Marks)**

Q.7. John is a manager at a medium-sized software company. He is responsible for leading a team of 15 software engineers who are working on developing a new software product for the company. John has been with the company for over 5 years and has worked his way up from a junior engineer to his current position. He is known for being knowledgeable, confident, and decisive, and his team members respect him for his technical expertise.

Based on the trait theory of leadership, what traits or characteristics does John possess that make him an effective leader. Explain the Trait Theory of Leadership. **(10 Marks)**
