**JAIPURIA INSTITUTE OF MANAGEMENT, INDORE**

**PGDM**

**FIRST TRIMESTER (Batch 2021-23)**

**END TERM IMPROVEMENT EXAMINATION, DEC-2021**

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| Course Name | **Organizational Behaviour** | Course Code | **40301** |
| Max. Time | **2 hours** | Max. Marks | **40** |

**INSTRUCTIONS: All questions are compulsory.**

**Section A (24 Marks)**

**Q1.** Self-awareness is a critical step to succeed in professional and personal life. Explain how a bigger “Open” window leads to building better relationships, with suitable examples drawn from your own experience of PGDM term 1. **(8 Marks)**

**Q2.** A few years ago, an analysis of 60 studies linked individuals’ personalities to their intentions to become an entrepreneur, and to the performance of their ventures once they made that decision. The Big Five personality traits—except agreeableness, significantly predicted entrepreneurial intentions and, more significantly, entrepreneurial firm’s performance. Keeping in view your own scores on Big-Five traits, please illustrate how do you see these scores helping you to make a career choice?

**(8 Marks)**

**Q3.** The understanding of Transactional Analysis and Ego States is an important aspect of building better interpersonal relationships. Illustrate with one example drawn from any experience of term 1 of PGDM where you think shifting (changing) ego states could have been helpful. **(8 Marks)**

**Section B (16 Marks)**

**Situation:** You are part of a group of students who were given a task of organising an event for their institute’s annual festival. You all were provided the necessary resources and time to plan the event. However, even after two weeks of discussing and deliberating together, the group seems to be far away from drawing any concrete plans. Now, the institute appoints you as the group leader and expects you to lead this group to organise the event (scheduled after a week from now).

**Question 1:** What would you do to motivate this group to plan and execute the event? You may list down a five-point action plan. Once you have written about your action plan, think about your leadership style (as assessed during an OB session) as being relationship oriented or task oriented. Now, please illustrate how you see your leadership style being reflected in the action plan.

**Question 2:** Studies have found a strong relationship between personality traits and leadership style. Please illustrate how do you see this relationship between your personality traits and your preferred leadership style. Do you need to work upon relevant traits to become a better leader? Explain with supporting examples drawn from your experience of working in groups.