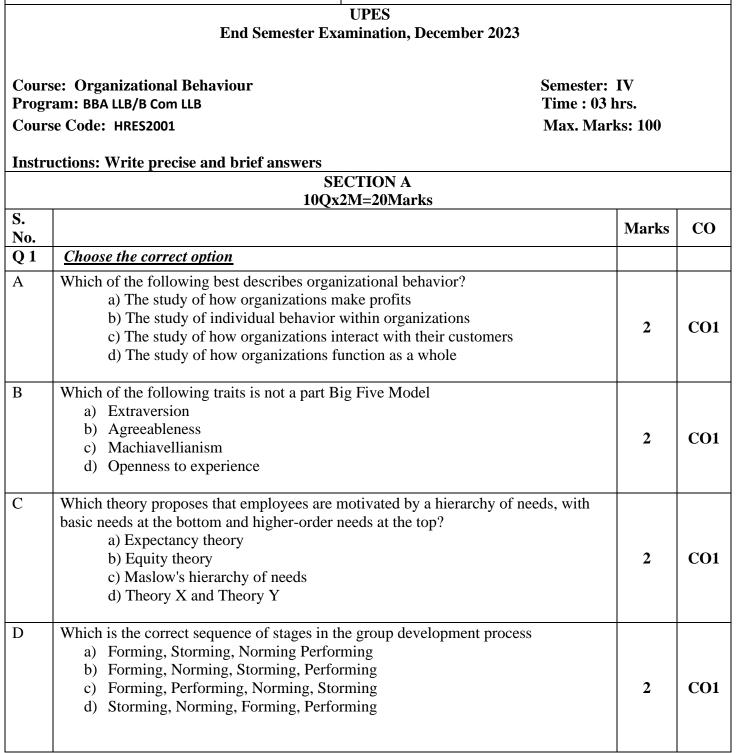
Name:

Enrolment No:



UPES UNIVERSITY OF TOMORROW

Е	According to Herzberg's Two-Factor Theory, which of the following factors are		
	considered motivators?		
	a) Salary and benefits		
	b) Job security and working conditions	2	CO1
	c) Recognition and advancement		
	d) Company policies and procedures		
	SECTION B		
	4Qx5M= 20 Marks		
	Answer the following questions		
Q2A	Examine the statement- 'Perception is a key factor in managerial effectiveness.'	_	
		5	CO2
Q2B	Critically analyze any one of the motivation theories you are conversant with.		
	Critically analyze any one of the motivation theories you are conversant with.	5	CO2
Q2C	What is organizational culture? Illustrate the methods through which organizations		
	can keep their culture alive.	5	CO2
Q2D	Explain the difference between classical conditioning and operant conditioning in the	5	CO2
	context of organizational behavior. Provide examples to illustrate your answer.	3	02
	SECTION-C		
	2Qx10M=20 Marks		
	Answer the following questions		
Q3A	Analyze the role of observational learning in the workplace according to Bandura's		
	Social Learning Theory with examples and discuss strategies that organizations can	10	GOA
	employ to facilitate positive observational learning experiences.	10	CO3
Q3B	You are an employee at a mid-sized software development company. Over the past		
	year, you've consistently exceeded your performance targets and received positive		
	feedback from your supervisors and colleagues. However, during your annual		
	performance review, you discover that your salary increase is minimal, and there's no		
	mention of a promotion or additional responsibilities.		
		10	CON
	Question: Evaluate the applicability of Herzberg's Two-Factor Theory in	10	CO3
	understanding the employee's perspective in this situation. Compare and contrast		
	Herzberg's motivators and hygiene factors to the employee's dilemma and discuss		
	potential strategies the employer could employ to address the employee's concerns for		
	maintaining positive working relationships.		

	SECTION-D 2Qx25M= 50 Marks		
Stud	ly the following case and answer the questions that follow:		
decli impl As p emp com creat pass To f com creat share prog their In a effic rewa	esh is the CEO of a struggling manufacturing company that has been experiencing ining profits and low employee morale. Recognizing the need for change, Rajesh lements a series of leadership initiatives to turn the company around. part of his strategy, Rajesh adopts a leadership approach to inspire and motivate loyees to embrace innovation and strive for excellence. He communicates a pelling vision for the company's future, emphasizing the importance of teamwork, tivity, and continuous improvement. Rajesh leads by example, demonstrating ion, integrity, and a willingness to take calculated risks. foster a culture of empowerment and collaboration, Rajesh encourages open munication and solicits input from employees at all levels of the organization. He tes cross-functional teams to tackle key challenges and encourages employees to e their ideas and insights freely. Rajesh invests in employee development grams, providing training and mentorship opportunities to help individuals reach r full potential. ddition, Rajesh also incorporates some changes to ensure accountability and tiency within the organization. He establishes clear performance metrics and goals, arding employees for achieving targets and meeting deadlines. Rajesh implements ormance-based incentives, such as bonuses and promotions, to recognize and	25	CO
reinf	force desirable behaviors and outcomes.	12.5 *2=25	
1	 estions: 1. Considering Rajesh's approach to leadership, analyze how his adoption matches with transformational and transactional leadership styles. Discuss in detail the specific actions and strategies Rajesh employs to inspire innovation, foster collaboration, and drive performance improvement within the organization. 2. Put yourself in the shoes of an employee at Rajesh's company. How would you respond to his leadership initiatives? Discuss the potential impact of Rajesh's transformational leadership approach on your motivation, job satisfaction, and willingness to contribute to the company's success. Additionally, evaluate the effectiveness of the transactional leadership elements, such as performance-based incentives, in influencing your behavior and performance at work. 		