**Organizational Behavior**

# April 2022 Examination

**Q1. During lockdown when human face to face interactions were reduced and social distancing was a priority lot have people have watched videos on Youtube and learnt/tried a lot of D.I.Y. things and processes like make-up tutorials, food recipes, home care etc, the core foundation of watching others and doing was given as a part of which theory, by whom and in which year. Also state the 3 core concepts of this theory. (10 Marks)**

# Answer 1.

## Introduction

Without the helpful natural resource of professionals or licensed experts, “Do it yourself" ("D.I.Y.") is the method of building, modifying or repairing matters using oneself. With purchasers given that at the least 1912 by and large, the term "do-it-yourself" has been associated with the house improvement and maintenance sports domain. With the aid of the 1950s, the phrase "do it yourself" had come into common utilization to “the emergence of a trend of people assignment domestic improvement and various other small craft and creation tasks as both a Its Half solved only

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# Q2. Your team members need some change in behaviour, you discussed this with your friend John. John recommends Law of Effects he felt it works on humans very strongly. John couldn’t remember the theory. Could you predict which theory is John referring to, who proposed this theory. Which four methods can be used in this theory for controlling behaviour of employees? (10 Marks)

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## Answer 2.

## Introduction

The regulation of outcomes refers to a psychological notion proposed by Edward Thorndike in 1898 on behavioral schooling. Thorndike claims that while an S-R relationship is shaped between instrumental responses and the contextual stimuli present, the S-R association is only responsible during instrumental situations. The answer is reinforced for the occurrence of that behavior. Consistent with the law of effect, a pleasing after effect reinforces the interest that

**Q3. Spread across 100 countries and its headquartered in India, Mahindra employs over 2,40,000 people. Tech Mahindra is one of only three Indian companies to be included in the Bloomberg 2020 Gender-Equality Index. They are constantly creating a transparent policy, valuing individual differences. For Tech Mahindra, diversity of every kind is of importance. Be it diversity of one’s nationality or someone’s age, be it about gender, also about thoughts, or their abilities. In fact their constant endeavor is building a workplace that is 'intentionally' varied and diversified in every way possible."**

**a. What are the lessons to be learnt from Tech Mahindra Gender-Equality Index? (5 Marks)**

**b. What practices would you recommend other Indian corporate houses to enable change of diversity and sustain it. (5 Marks)**

# Answer 3a.

## Introduction

Of consulting, digital transformation, and reengineering business services and solutions, Tech Mahindra Ltd. is the leading company on 21st January 2020, introduced that Bloomberg recognized their diversity and inclusion tasks. Inside the Bloomberg 2020 Gender-Equality Index, Tech Mahindra is among the best 3 Indian companies. Based on economic performance

**Answer 3b.**

**Introduction**

More excellent creative and revolutionary ideas are generated by using a range. Divergent thinking is promoted with people of various backgrounds that result in hitherto undiscovered answers. The corporations receive a possibility with views into new ideas and groups to