**Organizational Behaviour**

**June 2022 Examination**

**Q1. Interpersonal relationships between superiors and subordinates in an organization involve different kinds of power equations. In your opinion, arrange the 5 sources of power in the order of importance that are based on superior-subordinate relationships in an organization. Justify your preference. (10 Marks) –**

**Ans 1.**

**Introduction**

The ability to affect the conduct of some associates for your business is known as executive power—humans with differing impacts via the idea of groups. Electricity ought to come via a person's rank within the corporation or by specific competencies & experience. Someone else might exercise authority due to their relational relations or the decisive point in their characters. Others attain control via presenting the functionality to supply control over assets. Due to the fact understanding power promotes control; those power centers preserve to remain relevant in

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**Q2. Performance of employees at the workplace depends on their personality traits. Describe the five major traits that most researchers agree upon and explain how they lead to meaningful workplace behavior. (10 Marks)**

**Ans 2.**

**Introduction**

Character is described because of the sum of a person's actions, mind, behaviors, and responses to different happenings within the subject of control. People had spent a lot of time exasperating to apprehend what marks our reply to the technique we behave. Unbiased factors, like ecological parameters or character potentials, might also affect the behaviors. Neuroticism, extroversion, openness to experience, conscientiousness & agreeableness are the massive five personality developments that are especially critical in developing employee productivity & higher task

**Q3. Mr. Ranveer Goswami, the current CEO retired from the organization and everyone bid him a very emotional farewell. He was a people’s leader and the team was going to certainly miss him. The young CEO Ms. Riya Talwar who was going to take his position had a tall task ahead of her. She was eager to implement the ideas she had in mind to expand the organization and was one focused leader, doing everything in her capacity to lead the organization to greater success.**

**a. Ms. Riya did not get the welcome or support she expected from the team. Her plans were not implemented with the same vigor that she had imagined? Which common organizational pitfalls in leadership are described in this scenario? (5 Marks)**

**Ans 3a.**

**Introduction**

While designing and implementing a healthcare gadget, management will face numerous obstacles. Whether or not such a leader can efficiently circulate thru or all over obstacles is decided by how they interact with them. There are three categories of common pitfalls that a pacesetter would possibly encounter: interpersonal, expert, and ecological. As they reply to man

**b. Correlating it to the above situation, explain how emotional intelligence would help the new CEO get the support she expects from her employees? (5 Marks)**

**Ans 3b.**

**Introduction**

Even as replicating the methods of emotional intelligence sections of the population isn't possible, you could offer the required requirements for teammates to build their emotional maturity. Participants' self-belief, a sense of belonging to a set, and a sense of operational improvement are the three