**Organizational Behavior**

**September 2022 Examination**

**Q 1. Rohit the HR of Skyline Consultancy. He is studying how Groups can be classified as formal and informal and further into various sub-groups. As a part of report making Rohit needs to put together examples of each sub-group with examples. Help Rohit complete this report through your valuable suggestions. (10 Marks)**

**Ans 1.**

**Introduction:**

A group is made up of several people whose interactions with one another cause one person's experience to have an effect on the others. In other sayings, a group is made up of two or more individual people who communicate and rely heavily on one another while working toward a common goal. Although there are numerous ways to categorise groups, formal and informal groups are the most common. Formal groups are purposefully created by businesses or governments to fulfil specific objectives, while informal groups form

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**Q2. Cynthia studies Sociology and what hampers effective teams functioning well. Frame the common barriers of such effective teams which do not allow team building with examples seen in your organisations. (10 Marks)**

**Ans 2.**

**Introduction:**

The act of cooperating with others to accomplish a task in a group. Because it is frequently necessary for coworkers to work well with each other, giving it their all in any situation, teamwork is frequently a vital component of a business. A company that struggles to nurture effective teamwork will have a difficult time providing for its customers or clients. A strong team enhances the establishment's transparency, accountability, cooperation, and communication in the organization. Management must locate and fix issues that prevent employees from cooperating effectively if it wants the company to prosper and expand.

**Q3. Priya – CEO of Goodwill Pvt. Limited was interested in Adam Grant’s theory Are you a giver or a taker? In every workplace, there are three basic kinds of people: givers, takers and matchers. Organizational psychologist Adam Grant breaks down these personalities and offers simple strategies to promote a culture of generosity and keep self-serving employees from taking more than their share**

**a. Explain the Adam Grant’s theory giving examples in context where each could be useful.**

**Students will analyse Adam Grant’s theory using this answer. (5 Marks)**

**Ans 3a.**

**Introduction:**

Takers, Matchers, and Givers are the three categories Adam Grant uses to describe the typical workplace. Takers are those egotistical people who always have a sharky angle and consistently put their own interests ahead of those of others. Matchers have an impartial and accurate perspective of the world. On the other hand, those who give do so without expecting

**b. Also, explain how can one Use Adam Grant’s theory in organization’s like a hospital or any industry you are working in with examples. (5 Marks)**

**Ans 3b.**

**Introduction:**

Adam Grant's extensive research has illuminated key successful factors in his theory. Givers and takers represent the two extremes of human nature's tendency to reciprocate. Takers prioritize their own needs over those of others because they are self-centered. They aim to get the most out of their interactions while making the least amount of contribution possible.