**Organizational Behaviour**

**December 2022 Examination**

**1. Big Five personality traits significantly affect the employees at the workplace. While studying Organisational Behaviour in-depth research on any three traits of OCEAN theory. Also, explain which jobs in the corporate world would require these three traits. (10 Marks)**

**Ans 1.**

## Introduction

According to the research, the big-five character's high qualities and business commitment prefer the OCB. A pleasant personality's influence was most significant, followed by affective commitment, continual commitment, conscientiousness, and psychologically stable individuality. The Large Five personality traits-- neuroticism, assertiveness, openness to conscientiousness, agreeableness, and understanding-- are essential for improving the productivity of worker performance and the work environment.

The five-factor approach makes it simpler for people to determine their traits and comprehend

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**2. Rahul Khanna is a student of an MBA. He finds the topic of the Modern Approach a little difficult to apply in real-world scenario. Could you help Rahul understand Modern Approach with example? (10 Marks)**

## Ans 2.

## Introduction

To enable organizations to take advantage of one of the most current technical developments, the contemporary strategy strongly emphasizes simplicity throughout every phase of execution. The current method may release technology to fulfill their distinct requirements.

When evaluating a change, like working from residence, a supervisor who follows the Standard Modern Management will do it from two angles. The pros and disadvantages of permitting employees to work from the house will be examined, and individuals will be questioned about

**3. Rudra visits a famous Circus troop in his town. Here he notices a lion learns to stand up on a chair and jumps through a hoop to receive a food treat. Rudha is fascinated by this idea.**

**a. Is there a relevant theory in Organisational Behaviour that you can relate with keeping a lion in circus given food treats in mind? (5 Marks)**

**Ans 3a.**

## Introduction

Taylor's Scientific Management Theory is appropriate for Organisational Behaviour that can relate to maintaining a lion in a circus with food in mind. The term "management theory" relates to a corpus of concepts that examine how individuals in supervisory and supervisory duties can apply techniques to enhance

## b. Is this theory relevant in office scenarios today? Can you share any one such example. (5 Marks)

## Ans 3b.

## Introduction

This implies the scientific theory by Tylor is relevant in office situations today. Scientific management sometimes referred to as Taylorism, uses Frederick Taylor's theory in the workplace to boost economic effectiveness. Taylor discussed his method of using clinical