**Organisational Behaviour**

**June 2023 Examination**

**Q1. Leadership is widely regarded as a critical attribute that is becoming increasingly scarce in organizations. It is a process in which an individual seeks the support of others to achieve common goals. Leaders are visionary individuals who act as catalysts in motivating and influencing others. Given these statements, it is essential to examine the importance of leadership in any organization. Conclude by answering that how the organisation would fare if leadership is not right?**

**Answer 1**

**Introduction**

The world is rapidly changing, and the business landscape is no exception. Organizations are facing unprecedented challenges, including globalization, technological advancements, and changing customer demands. In such a dynamic environment, effective leadership is critical for the success of any organization.

Leadership is the ability to influence, guide and direct others towards achieving common goals. It is a process in which an individual seeks the support of others to achieve a shared vision. Leaders are visionary individuals who act as catalysts in motivating and influencing others to

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**Q2. Harvey and Weems are Team leaders of team A and B respectively. Harvey is very open to feedback and does not let his perception rule his decision. He takes action based on facts and figures whereas Weems get carried away with his perception. Team A is very happy and motivated team which is clearly visible by their performance and just the reverse goes for team B. Weems takes aid from a self-help book where he reads about the managerial implications of perception. When he does a self-analysis he understood that all this while he was working totally under the influence of his perception. Weems decides to take a plunge and modify his behaviour. Discuss any three managerial implications of perception and conclude by stating that what could have made Weems change his way of behaving?**

**Answer 2**

**Introduction**

Perception is a fundamental aspect of human behavior and is shaped by an individual's experiences, beliefs, and attitudes. It is a cognitive process through which people interpret and make sense of the world around them. In the context of managerial decision-making, perception plays a critical role in shaping how managers view and respond to various situations.

Managers must navigate complex situations, and their perceptions can influence the decisions they make and the actions they take. The way a manager perceives a situation can have a

**Q3. John and Jacob are co-workers. They both are working in the same project but their work values are very different from each other. John belongs to GenX (The X Generation) and relies a lot on the team-work as well as its (team’s) progression and upliftment, whereas Jacob is from GenY (The Y Generation) or the Millennial and for him self-reliance is more important. Though they share a great personal rapport but they always are found having disagreement at work.**

**a) Explain the reason for their disagreement? It is natural to have such disagreement, give concluding remarks for Jacob’s behaviour in terms of the generational values.**

**Ans:**

**Introduction**

In today's diverse and dynamic work environment, it is not uncommon to have employees from different generations working together. These employees often have different work values and attitudes towards work, which can lead to disagreements and conflicts in the workplace. One such example is the difference in work values between GenX and GenY employees, as seen in

**b) Introduce the value system of your generation. Discuss the rest of the generations and their values?**

**Answer 3b**

**Introduction**

Generations refer to groups of individuals who were born and raised during a specific time period and share similar experiences and cultural references. Different generations are often defined by specific historical events, cultural trends, and technological advancements that shape