**Organisational Behaviour**

**December 2024 Examination**

**Q1. When organisations value their employees, they build an asset base which helps them to stay relevant in this competitive market. Sameer, the CEO of Prism Properties has hired an HR Director for improving employee’s work behavior. In this context, analyze the concept of Organisation Behaviour. The HR Director is also briefing the HR team about the origin of OB. Evaluate the contribution of different disciplines in building the foundation of Organisation Behaviour. Add suitable examples. (10 Marks)**

**Ans 1.**

**Introduction**

Organizational Behavior (OB) is the study of how individuals, groups, and structures influence behavior within an organization, aiming to improve organizational effectiveness. The modern business environment is characterized by rapid changes, technological advancements, and fierce competition. In such an environment, organizations increasingly realize that their most valuable asset is their workforce. Employee behavior, motivation, and performance directly impact a company’s ability to stay relevant and competitive. When organizations invest in understanding and improving their employees’

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**Q2. Hawthrone experiments laid the foundation of understanding the relevance of Organisation Behaviour. These experiments were carried out at different times with some interval years in between. Each experiment brought out a new perspective of OB. In this context, evaluate the contribution of each type of experiment in the field of OB. Give suitable examples (10 Marks)**

**Ans 2.**

**Introduction**

The Hawthorne Experiments, conducted between 1924 and 1933 at the Western Electric Hawthorne Works in Illinois, are considered a major milestone in the study of Organizational Behavior (OB). These experiments initially aimed to examine the relationship between work conditions and productivity, but they eventually revealed much more about human behavior in the workplace. Through a series of studies, the Hawthorne Experiments demonstrated the importance of social factors, employee attitudes, and group dynamics in organizational settings. The key finding was that productivity improved when employees felt valued and were given attention, regardless of changes in

**Q3.Personality theories help in predicting the behaviour of individuals based on their personality characteristics. This is an ever-developing field of study. In this context, answer the following with examples:**

**a. Rohan was an introvert child while growing up but over the years he has become more outgoing and expressive due to his peers. In this context, analyze the contribution of Social Learning Theory in developing an individual’s Personality. (5 Marks)**

**Ans 3a.**

**Introduction**

Personality is a dynamic aspect of individuals that evolves over time, influenced by various factors such as genetics, environment, and social interactions. Social Learning Theory, developed by Albert Bandura, posits that individuals develop their personalities by observing others and learning from their experiences. It highlights the role of environmental factors, particularly the influence of peers, in shaping behaviors, attitudes, and personality traits. In Rohan’s case, although he was an

**b.Vishal wanted to get a quick promotion at work and he had two alternatives. Either work hard and build his reputation or become the boss’s favorite. He was in a dilemma. In this context, elaborate on the contribution of Psychoanalytic theory in personality development and decision making. (5 Marks)**

**Ans 3b.**

**Introduction**

Psychoanalytic Theory, developed by Sigmund Freud, posits that personality is shaped by the interplay of unconscious drives and conflicts within an individual. Freud’s theory divides the mind into three components: the id, ego, and superego, each playing a role in decision-making and behavior. In the context of Vishal’s dilemma—whether to work hard or become the boss’s favorite—the conflict between these forces is evident. The id may push him toward quick, selfish gains, while the