

JK Lakshmipat University Jaipur
INSTITUTE OF ENGINEERING AND TECHNOLOGY
End Term Examination, April, 2024
B.C.A.- Semester IV and VI

Roll No.....

BS1121: INDIVIDUAL AND ORGANISATIONAL DYNAMICS

Time: 2.5 hours

Max. Marks: 30

Instructions to students:

1. Do not write anything other than your roll number on question paper.
2. Mention all the assumptions for your answers clearly.

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- Q. 1 The T-R-E-A-T leadership model encompasses five key behaviors that are crucial for inspiring performance and success in knowledge work contexts. Illustrate the model. 5.0 (L.O.2,3)
- Q. 2 What are primary sources of resistance to change within an organization. Also, evaluate the strategies to overcome the resistance to change. 6.0 (L.O.4)
- Q.3 Explain the core components of the Job Characteristics Model (JCM) and discuss how each component contributes to enhancing employee motivation and job satisfaction. 5.0 (L.O.1)
- Q.4 "People tend to attribute causes to events based on internal or external factors, which can influence their perceptions, emotions, and behaviors". Demonstrate using appropriate theory. 5.0 (L.O.1,2)

OR

Examine how perceptual shortcuts can impact decision-making processes in organizations

- Q.5 Discuss **any two** methods to check Emotional Intelligence during the recruitment process. 5.0 (L.O.3,4)
- Q.6 Describe the Competing Values Framework (CVF) and its significance in understanding organizational culture. 4.0 (L.O.3,4)