

23

JK Lakshmipat University Jaipur
INSTITUTE OF MANAGEMENT

EndTerm Examination, May 2026
 BBA (Fintech)- Semester II, 2025-2026

Roll No.....

BS1106- People and Organization

Time: **2 hours**

Max. Marks: 30

Instructions to students:

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

- Q1. In 2017, Uber faced a major internal crisis involving allegations of a toxic work culture, sexual harassment, and unethical practices. Reports suggested that the leadership style and personality of top leaders promoted aggression, high competition, and a “win-at-all-costs” mindset, which significantly influenced employee behaviour and workplace relationships. In light of the above case analyse:
 (a) leadership traits.
 (b) Importance of leader in shaping organizational culture. 3+3 marks
(CO_{1, 2})
- Q2. A traditional manufacturing company is introducing digital systems. Employees are resistant because they fear job loss and lack confidence in using new technology. Management conducts training sessions and introduces incentives, but resistance still exists. Use Kurt Lewin model in above case to:
 a. Exhibit change model stages.
 b. Suggest practical steps at each stage to reduce resistance. 3+3marks
(CO₂)
- Q3. Compare the four types of organizational culture—Clan, Adhocracy, Market, and Hierarchy with organizational examples. 6 marks
(CO₃)
- OR
- Analyse the dark personality traits (e.g., Machiavellianism, Narcissism, Psychopathy) in the workplace.
- Q4. “Managers often rely on their perceptions while evaluating candidates during recruitment and selection, which may lead to biased or inaccurate decisions.” 2+3+3 marks
(CO_{1,4})
 (a) Define perception in an organizational context.
 (b) Explain any three perceptual errors that may occur during recruitment and selection.
 (c) Analyse how understanding perception can help managers improve the accuracy and fairness of hiring decisions.
- Q5. (a) Discuss the key dimensions of leadership identified in the Ohio State and Michigan studies. 3+1 marks
(CO₂)
 (b) Highlight one key difference between the two approaches.