

1/10/14

Library

NOIOACX

Fybms

FHS

Marks: 75

Time: 2 & 1/2 Hours

Notes: -

1. Attempt all the questions.

2. All questions carry equal marks.

Q1.A) Describe Big Five Model of personality. (08)

Q1.B) Explain factors influencing prenatal environment of an individual. (07)

OR

Q1. Describe characteristics of the perceived (stimuli) and the perceiver. (15)

Q2.A) Describe the classical conditioning theory of learning. (10)

Q2.B) Write a note on components of attitude. (05)

OR

Q2.A) Describe the concept of Social facilitation and Group polarization. (08)

Q2.B) What is social loafing? Explain why it occurs. (07)

Q3. What is conflict? What are the advantages and disadvantages of conflict. (15)

OR

Q3.A) Explain the concept of power with its various types. (07)

Q3.B) Write a note on Newstrom-Davis model of motivation. (08)

Q4.A) Describe Need Hierarchy theory of motivation with the help of a diagram. (10)

Q4.B) Write a note on McGregor's Theory X and Theory Y of motivation. (05)

OR

Q4.A) What is stress? Explain the concept of stress and job performance. (08)

Q4.B) Describe effects of stress. (07)

**Q5. Read the following paragraph carefully.**

The glass ceiling has been truly broken at ICICI Bank – India's largest private sector bank. The glass ceiling refers to a barrier so subtle that it is transparent, yet so strong that it prevents women from reaching top positions in organizations.

That the glass ceiling lies in shreds is borne by the fact that women managers of ICICI Bank occupy about 40 percent of senior positions, in sharp contrast to the mere 4 percent representation in Fortune 500 companies. The icing on the cake is that three out of total of seven executive directors at the ICICI board are women.

In the contest of India's socio-cultural climate, what ICICI Bank has succeeded in doing could well be described as a miracle. This has been possible for the following reasons:

## NOIOACX

- 2 **No preferences based on gender:** In ICICI Bank, an employee is judged, rewarded, penalized purely on the basis of his/ her merit and performance and not on the basis of gender.
- 3 **Pressure to perform:** In ICICI Bank pressure to perform is very strong.
- 4 **Spirit of entrepreneurship:** It encourages its employees to think like a professional and dream like an entrepreneur. This has perhaps led to an increasing number of women in key positions.
- 5 **No positive biases:** In ICICI Bank, there are no positive biases for its women employees to perform better. Because positive biases can help to a certain extent in improving gender ratios in favour of women but can never create women achievers. Also, it may result in resentment among male colleagues and may make the office atmosphere vicious.
- 6 **Role Models:** ICICI Bank considers role models as a crucial criterion for success. Role models have encouraged women employees at ICICI to aspire for the highest corporate rung. Also in India role models are important because here, women leadership is very rare.

### **Role models can help at three levels:**

- 1 At the aspirational and inspirational level.
- 2 They act as mentors.
- 3 They provide safety net, i.e. women need to discuss issues and problems that are common to them.

### **Answer the questions given below:**

- 1 How much percent of women managers of ICICI Bank occupy senior positions in bank? (01)
- 2 How many female executive directors are working as ICICI Bank's Board members? (01)
- 3 Why ICICI Bank is not making use of positive biases for motivating women employees. (02)
- 4 Why ICICI Bank considers role models as a crucial criterion for success? (02)
- 5 Why Spirit of entrepreneurship is important for organization's performance? (02)
- 6 In the above mentioned case, the term glass ceiling refers to what? (02)
- 7 Describe the term organizational culture. (05)

OR

### **Q5. Write short notes on:**

(15)

- a. Any two areas of individual differences
- b. Characteristics of teams
- c. Types of thinking styles