

brought this matter to the management of board. Board appointed you as consultant, how you will change the mind set of the team's individual players for development of Vidarbha Cricket team ? 7

OR

- (c) Discuss determinants of group behaviour. 7
- (d) You are incharge of maintenance department. From last six months your team is not performing well. General Manager has warned you about the poor performance of your team. How will you cope with this situation with negotiation ? 7

SECTION - C

5. Mr. Deshmukh has obtained M. A. degree in Marathi from Pune University. He has joined as a lecturer in one of the colleges at Pune. Mr. Deshmukh has a hobby of writing the stories from early age. He could publish his first novel when he was only 25 years old. His second novel was published after three years. His both novels were popular in the market. From these novels he is earning handsome amount.

Fourth Semester M. B. A. Examination

MANAGEMENT OF GROUP PROCESS

Paper : MBA / 4303 / OB

P. Pages : 5

Time : Three Hours]

[Max. Marks : 70

Note : (1) All questions are compulsory.
(2) Figures to the right indicate marks.

SECTION - A

1. (a) What is group decision making ? Discuss few models of decision making. 14

OR

- (b) Discuss usefulness and pitfalls of group. Explain any one theory of group formation. 14

SECTION - B

2. (a) What do you mean by inter-group processes ? 7

- (b) In an assembly, members are from various political parties. There is a problem of Co-ordination and Co-operation. As HR consultant, what parameters and criteria you would take into consideration to improve the group dynamics. 7

OR

- (c) Explain the group change influence process. 7
- (d) Now a days, most of the political parties are facing the problem of group cohesiveness because of highly qualified and ambitious people in the party. One of the party appoints you as a consultant, what efforts will you make to increase the group cohesiveness in the party ? 7
3. (a) Discuss how inter-personal awareness, help in increasing the belongingness of employees towards organisation. 7
- (b) In Ramson chemicals, communication through downward to upward is given very much importance. General manager believes that upward communication helps in correct

decision making and improves the morale of employees. Do you agree with General Manager ? Justify your answer. 7

OR

- (c) Discuss in detail an effective group communication process for smooth functioning of overall activities in the organisation. 7
- (d) Seema alloys is a medium scale company. It is shifted from Gujarat to Andhra Pradesh. Some of the employees left the company and refused to move to Andhra Pradesh. So company had to employ local people. Now company is facing the problem of group communication. As HR consultant, What effects will you make to improve group communication ? 7
4. (a) What do you mean by group behavior ? Give examples. 7
- (b) Vidarbha cricket board formed a team for cricket tournaments. Mr. Dilip Deshpande is the captain of the team. The captain observed that the players do not have a team spirit as the players are from different places. Every individual player plays for himself. Captain

Mr. Deshmukh, however was not happy with his achievements. He has developed on aspiration for academic excellence. He wanted to become professor in university. For this, he wanted to complete Ph. D. by joining university as a full time research scholar. Mr. Deshmukh was having a tough time in the University Department. His professor neither recognised his work nor respected. His popularity. He was not getting co-operation from the department. Mr. Deshmukh got frustrated he could not understand why all faculties are against him. He was a popular writer but it has nothing to do with academic professor. He was sincere, polite and hardworking student. He understood that success in the department will depend only on the better relationship with the teachers.

- (1) What are the various reasons that Mr. Deshmukh is frustrated ? Suggest him remedies to overcome frustration. 7
- (2) Analyse the case in terms of individual stress leading to frustration and thereby decreasing the efficiency of Mr. Deshmukh. 7



