

JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT

TEST -2 EXAMINATION- 2016

B.Tech IISemester

COURSE CODE:10B11PD211

MAX. MARKS: 25

COURSE NAME: Group and Cooperative Processes

COURSE CREDITS: 03

MAX. TIME: 1Hr 30 Min

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*Note: All questions are compulsory. Carrying of mobile phone during examinations will be treated as case of unfair means. All questions carry equal marks.*

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**Q1. Employee Motivation – A Case Study**

Amay Sharma joined Zing Computers (Zing) in November after a successful stint at Sigma Computers (Sigma), where he had worked as an assistant programmer. Amay felt that Zing offered better career prospects, as it was growing much faster than Sigma, which was a relatively small company. Amay joined as a Senior Programmer at Zing, with a handsome pay hike. He joined Pranay Sharma's five-member team. While he was efficient at what he did and extremely intelligent, he had neither the time nor the inclination to groom his subordinates. Time and again, Amay found himself thinking of Suresh, his old boss, and of how he had been such a positive influence. Pranay, on the other hand, even without actively doing anything, had managed to significantly lower his motivation levels.

**Questions for Discussion:**

- a). What, according to you, were the reasons for Amay's disillusionment? Answer the question using Maslow's Hierarchy of Needs.
- b). What should Amay do to resolve his situation? What can a team leader do to ensure high levels of motivation among his/her team members?

Q2. What are the Big Five Personality traits?

Q3. Discuss the frequently used shortcuts to judge people?

Q4. Write a short note on Goal Setting Theory.