

BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT

(Autonomous Institute under Visvesvaraya Technological University, Belagavi)

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Course Code

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Fourth Semester Degree Examinations Sept/ Oct 2023

PERSONAL GROWTH AND INTER-PERSONAL EFFECTIVENES

Duration: 3 hrs

Max. Marks: 100

- Note:** 1. Answer any FOUR full questions from Question No. 1 to 7.
 2. Question No. 8 is compulsory
 3. Missing data, if any, may be suitably assumed

<u>Q. No</u>	<u>Question</u>	<u>Marks</u>	<u>(RBTL:CO:PO)</u>
1.	a. Discuss about the term personal growth.	03	(1 : 1 : 1)
	b. Elucidate on various ego states.	07	(2 : 1 : 1)
	c. Outline the differences between self-esteem and self-awareness.	10	(3 : 1 : 1)
2.	a. Elucidate on term personality.	03	(1 : 2 : 2)
	b. Outline the Sheldon's type theory and type A & B personalities.	07	(3 : 2 : 2)
	c. Examine creativity process and blocks to creativity.	10	(4 : 2 : 2)
3.	a. Discuss on the term locus of control	03	(2 : 3 : 3)
	b. Elaborate on nature and requisites of personal change.	07	(2 : 3 : 3)
	c. Categorize the types of six thinking hats used in problem solving process	10	(2 : 3 : 3)
4.	a. Outline the importance of interpersonal relations.	03	(2 : 4 : 4)
	b. Enumerate on discovering interpersonal orientation through FIRO-B.	07	(2 : 4 : 4)
	c. Analyse the factors influencing negotiation process.	10	(2 : 4 : 4)
5.	a. Outline objectives of transactional analysis	03	(3 : 5 : 5)
	b. Explain advantages and disadvantages of transactional analysis.	07	(2 : 5 : 5)
	c. Elucidate in detail about T group training	10	(3 : 5 : 5)
6.	a. Discuss about the term neuro linguistic programming	03	(2 : 3 : 2)
	b. Justify Impact of self-development plan on personal growth	07	(2 : 1 : 1)
	c. Explain in detail about various defence mechanism imbibed by individuals in different situations.	10	(2 : 1 : 3)
7.	a. Explain about various habits	03	(2 : 3 : 2)
	b. Personal change is attributed with various aspects. Explain	07	(2 : 3 : 2)
	c. Justify about Stephen covey's seven habits of highly effective people	10	(3 : 3 : 2)

Case study (Compulsory)

Firms are downsizing. Consumer confidence is plunging. Given the uncertain economic environment, why should anybody give-up a secure job? It may seem off, but competent people still do it every day. They job hop in search of greener pastures. Take Sridhar, a software expert in a Bangalore-based firm, who scribbled the following remarks on his exit interview questionnaire.

"This job is not right for me. I would like to have more input on decisions that affect me more chance to show what I can do. I do not get enough feedback to tell me if I am doing a good job or not and the firm keeps people in the dark about where it is headed. Basically, I feel like an interchangeable part most of the time."

In reply to the question whether the firm could have done anything to retain Sridhar, he replied, "probably not". why do so many promising employees leave their jobs? And why so many others stay on but perform at minimal levels for lack of better alternatives? One of the main reasons Sridhar's reasons can be all but invisible, because its so common in so many organisations, a systematic failure to keep good people. Companies should worry about people like Sridhar. By investing in them they may actually help to reduce turnover, save on training costs, increase productivity, improve quality and reap the benefits of innovative thinking and teamwork. Human resource professionals and managers can contribute to corporate success by encouraging employee's empowerment, security, identity and competence. How? By recognising the essential components of keeping their best people and by understanding what enhances and diminishes those components. Sridhar doubts that his firm will ever change, but other organisations are taking positive steps to focus on and enhance employee retention. As a result, they are reducing turnover, improve quality, increasing productivity and saving on their training costs

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| a. | Comment whether Sridhar's self-esteem had anything to do with leaving the firm? | 10 | (5:3 : 4) |
| b. | Explain about the Sridhar's satisfaction and commitment towards the job and his company at the time of leaving. | 10 | (4 :2 : 5) |
