Q1. A) What are some ethical considerations when using reinforcement techniques? 9

Q1.B) How can companies foster a learning culture where employees actively participate in their own development? 9

Q2. A) How can you actively work to reduce the size of your "Blind Spot" area in the Johari Window model?
9

Q2 B) What are the strengths and limitations of content theories of motivation? 9

Q3. At a leading software company, Sarah, a talented and once highly motivated software developer, has been experiencing a significant decline in her work performance. Her code quality has slipped, she misses deadlines, and her enthusiasm for projects seems to have waned. Her manager, noticing this change, is concerned about Sarah's well-being and the impact on the team's productivity.

Answer the following questions:

a) Using Maslow's Hierarchy of Needs, analyze Sarah's potential unmet needs that could be contributing to her demotivation.
6
b) Apply Herzberg's Two-Factor Theory to identify potential hygiene factors and motivators in Sarah's work environment that could be affecting her motivation.   6
c) From the perspective of Expectancy Theory, analyze Sarah's perceived effort-performance relationship, performance-outcome relationship, and the value she places on the potential outcomes of her work.   6

Q4. A) Identify and explain common sources of conflict in the workplace.   9

Q4. B) Discuss how organizational structure, culture, and leadership can contribute to or mitigate workplace conflict.
9

Q5 Write Short notes on any three of the following (6*3)

a) Managing resistance to change in an organisation
b) Determinants of Personality
c) Perceptual Process
d) Factors affecting personality
e) Expectancy theory