

USN

--	--	--	--	--	--	--	--	--	--

12MBAHR446

**Fourth Semester MBA Degree Examination, Dec.2015/Jan.2016**  
**Personal Growth and Interpersonal Effectiveness**

Time: 3 hrs.

Max. Marks:100

**Note: 1. Answer any THREE questions from Q.No. 1 to Q.No. 6.**  
**2. Question No. 7 and 8 are compulsory.**

- 1 a. What is the meaning of Personal growth? (03 Marks)  
b. Explain the Ego states that exist in all people. (07 Marks)  
c. Explain any five defense mechanism. (10 Marks)
- 2 a. Define Creativity. (03 Marks)  
b. What is Self Disclosure? Explain the benefits of self disclosure. (07 Marks)  
c. Explain Johari window, with suitable example. (10 Marks)
- 3 a. Define Values. (03 Marks)  
b. Discuss the Carl Jung's theory of personality types. (07 Marks)  
c. Explain the seven habits of highly effective people. (10 Marks)
- 4 a. What is Organizational Commitment? (03 Marks)  
b. What do you mean by social adjustment and habit formation? Explain the importance. (07 Marks)  
c. What is NLP? How does it helps in thinking? (10 Marks)
- 5 a. Define encounter group. (03 Marks)  
b. Define Negotiation. Explain the sources of Inter – group conflicts. (07 Marks)  
c. What is Script analysis? Examine the four life positions. (10 Marks)
- 6 a. What is Motivation? (03 Marks)  
b. Explain the blocks of creativity. (07 Marks)  
c. Explain the six – cell model of FIRO – B. (10 Marks)
- 7 a. You are given five occupational choices, identify the personality types using MBII :  
i) Reporter.  
ii) Actors.  
iii) Designers.  
iv) Aeronautical engineers.  
v) Company Executive. (05 Marks)  
b. Explain the types of T.A. (05 Marks)  
c. How emotional Intelligence effects personality. (05 Marks)  
d. List the importance of T – group and sensitivity training. (05 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.  
2. Any revealing of identification, appeal to evaluator and /or equations written eg. 42+8 = 50, will be treated as malpractice.

**8 CASE STUDY :**

Mr. Paul and Mr. Jay are working for Xenon a manufacturing company. They are sincere and loyal to the company. Both of them have conflicting view regarding their rates in the organization. The contention of Mr. Paul is "I have been in this organization for three years. No body has made an effort to get to know me. In fact even my boss is not totally aware of the work that I do. I think I am wasting my life even though I am contributing to the organization.

The contention of Mr. Jay is 'I am a chemical engineer but all the work related to my area is given to a mechanical engineer. This person is a big show off and most of the time is talking about his own work. He has more friends than I have but as far as the quality of work is concerned, I think I am superior"

Considering the statement of Mr. Paul and Mr. Jay.

- a. Analyse the seriousness of the situation. (05 Marks)
- b. What steps are needed to resolve the above issue? (05 Marks)
- c. Would you suggest any structural change to resolve the issue? (10 Marks)

\*\*\*\*\*