

## **Organisational Behaviour Cat 2 Questions And Answers**

### **PART - A**

#### **1. Define Motivation.**

Motivation is the driving force that initiates, guides, and sustains goal-directed behaviors. It involves the desire or willingness to exert effort towards achieving a particular objective, whether it's intrinsic (internal) or extrinsic (external) in nature.

#### **2. Write a note a Esteem Needs.**

Esteem needs, as described by Maslow's hierarchy of needs, are essential for individuals within organizations as they seek recognition, respect, and appreciation from others. In the context of organizational behavior, fulfilling esteem needs plays a crucial role in fostering a positive work environment and enhancing employee satisfaction and productivity.

#### **3. What is Job Rotation?**

Job rotation is a human resources strategy where employees are moved between different roles or departments within an organization on a planned basis. This approach aims to provide employees with exposure to various job functions, tasks, and responsibilities, which can enhance their skills, knowledge, and understanding of the organization as a whole. It can also help prevent job monotony, increase employee engagement, and facilitate cross-functional collaboration.

#### **4. Why Groups Are Formed?**

Groups are formed in organizational behavior for various reasons, including:

##### **1. Achieving Goals :**

Groups are often formed to achieve specific organizational goals more effectively and efficiently through collaboration and pooling of resources.

##### **2. Synergy :**

# Organisational Behaviour Questions And Answers

**E Durkheim**



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## **Table of Contents Organisational Behaviour Questions And Answers**

1. Understanding the eBook Organisational Behaviour Questions And Answers
  - The Rise of Digital Reading Organisational Behaviour Questions And Answers
  - Advantages of eBooks Over Traditional Books
2. Identifying Organisational Behaviour Questions And Answers
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Organisational Behaviour Questions And Answers
  - User-Friendly Interface
4. Exploring eBook Recommendations from Organisational Behaviour Questions And Answers
  - Personalized Recommendations
  - Organisational Behaviour Questions And Answers User Reviews and Ratings
  - Organisational Behaviour Questions And Answers and Bestseller Lists
5. Accessing Organisational Behaviour Questions And Answers Free and Paid eBooks
  - Organisational Behaviour Questions And Answers Public Domain eBooks
  - Organisational Behaviour Questions And Answers eBook Subscription Services
  - Organisational Behaviour Questions And Answers Budget-Friendly Options

6. Navigating Organisational Behaviour Questions And Answers eBook Formats
  - ePub, PDF, MOBI, and More
  - Organisational Behaviour Questions And Answers Compatibility with Devices
  - Organisational Behaviour Questions And Answers Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Organisational Behaviour Questions And Answers
  - Highlighting and Note-Taking Organisational Behaviour Questions And Answers
  - Interactive Elements Organisational Behaviour Questions And Answers
8. Staying Engaged with Organisational Behaviour Questions And Answers
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Organisational Behaviour Questions And Answers
9. Balancing eBooks and Physical Books Organisational Behaviour Questions And Answers
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Organisational Behaviour Questions And Answers
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Organisational Behaviour Questions And Answers
  - Setting Reading Goals Organisational Behaviour Questions And Answers
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Organisational Behaviour Questions And Answers
  - Fact-Checking eBook Content of Organisational Behaviour Questions And Answers
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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