

EGT2
ENGINEERING TRIPOS PART IIA

Friday 8 May 2026 14.00 to 15.40

Module 3E6

ORGANISATIONAL BEHAVIOUR

*Answer not more than **two** out of three questions.*

All questions carry the same number of marks.

*The **approximate** percentage of marks allocated to each part of a question is indicated in the right margin.*

*Write your candidate number **not** your name on the cover sheet.*

STATIONERY REQUIREMENTS

Single-sided script paper

SPECIAL REQUIREMENTS TO BE SUPPLIED FOR THIS EXAM

None

10 minutes reading time is allowed for this paper at the start of the exam.

You may not start to read the questions printed on the subsequent pages of this question paper until instructed to do so.

You may not remove any stationery from the Examination Room.

Instructions for this exam: First, whenever you draw on a theory, ensure to explain its basic tenets comprehensively. Second, base your answers on the content learned across multiple lectures and the relevant chapters from the key textbook in 3E6. This instruction is applicable to all three questions presented in the exam paper.

1 Within organisations, narcissistic individuals often times can be very successful in terms of rising to top leadership positions and creating organisational success, while at the same time eroding employee morale. Discuss the reasons behind this phenomenon. [100%]

2 Organisations continue to face a dilemma: should they require employees to return to the office or should they allow continued remote work to support flexibility? Discuss the organisational behaviour challenges associated with this dilemma. [100%]

3 A fast-growing technology firm hires highly skilled engineers and promotes several of them into leadership roles. Despite their technical expertise, the organisation begins to experience increasing conflict, poor communication, and declining morale across teams. Employees report that meetings feel unsafe, innovation is stifled, and people are reluctant to speak up. Discuss the reasons behind this issue. [100%]

END OF PAPER

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