Contributor Personality Development

Subject Code: 1990001

Gujarat Technological University (GTU)

About CPD Examination

1. The examination paper will have 90 questions.
   1.1. There will be 7-8 questions from each of the 12 Units.
   1.2. All questions are compulsory.

2. The duration of the examination is 2 ½ hours (i.e. 150 mins).

3. All questions are in multiple choice format (MCQ).
   2.1. The questions are in the form of scenarios / situations giving 4 options.
   2.2. The student is expected to choose exactly one option out of the 4.
   2.3. All 4 options are valid, with a hierarchy in the quality of response
       2.3.1. The best contributor option carries 5 marks (i.e. full marks)
       2.3.2. The second-best option carries 3 marks
       2.3.3. The third-best option carries 2 marks
       2.3.4. The fourth-best option carries 1 mark
   2.4. Maximum marks for the paper will be 450.

4. The scores will be normalized to 70 marks for Diploma, BE, MCA, ME. (i.e. Student gets
   \[(M/450)*70\] marks where “M” is the marks the student got in the CPD paper) and to 80 marks for B. Pharma students (i.e. Student gets \[(M/450)*80\] marks where “M” is the marks scored by the student in CPD paper).

5. Pass marks -
   5.1. For Diploma and BE pass mark is 23 out of 70.
   5.2. For MCA and ME is 50% i.e. 35 out of 70.
   5.3. For B. Pharm pass mark is 40% i.e. 32 out of 80.
Sample Questions for End-Semester Examination

1. Chain snatching has become common in Bala’s neighborhood. In such a situation, how would a contributor design a solution?
   a] The local police and other residents can be called to implement some solutions like police patrolling, ensuring that street lights are working, using decoys to catch the chain-snatchers etc.
   b] One solution is that people must be told to avoid wearing gold jewelry and wear imitation only.
   c] We could call for a meeting to make residents alert and the need for caution.
   d] Ladies who wear gold chains must be careful.

2. Mandira wants to spread awareness about saving trees by using less paper for printing in her office. Which of these options reflect the most that she is a contributor?
   a] “I really want to do this but getting permission might be difficult.”
   b] “I can put up a sign near the printer ‘to use less paper’ or ‘print on both sides of the paper’ but people might ignore the sign.”
   c] “I can request for a talk with all the staff and managers to spread the message.”
   d] “The message has to reach people. I can do this in any way - put up posters, talk to my colleagues and even ask the manager to help.”

3. Trained, qualified teachers are usually unwilling to go to rural schools for teaching. How do you suggest that the problem can be solved?
   a] Make 1 year rural internship compulsory so there will always be some teachers in the rural schools.
   b] Have more colleges in rural areas for rural teachers but setting up of the colleges will take time.
   c] Increase teacher salary by offering rural allowance but this might drain government resources.
   d] Maybe all the different solutions can be tried out like e-learning for rural teachers, compulsory internship etc. It is necessary to have teachers in rural schools.

4. Anant wants to develop his real estate business in a new city. Their family business is well established in another city. What advice could a contributor give him about facing the challenge?
   a] He can develop contacts by approaching big companies and their employees – this is also an approach that has chances of success.
   b] He can adopt the ways which his father used – the chances that the same approach will work is high.
   c] He can increase his client base by having an online real estate business – this will certainly be challenging.
   d] He can go global (open to any customer across the world) – it could fail or succeed but why not try?
5. Rishi is caught for playing a prank in class by a professor. Which of these questions would motivate Rishi to avoid playing such pranks again?
   a) What punishment should I give you?
   b) What are the consequences of the prank that you played – on you, your friends, your parents, your teachers, the school …?
   c) What reward should I give you if you promise not to play such pranks in the future?
   d) What happens to your classmates when you play such a prank?

6. A planned trip to a nearby hill station has to be cancelled due to heavy rains. As the group of friends meet, which of them seems to be focused on the value of the cancelled trip?
   a) “What a waste of money! Booking the train tickets and the hotel. We may not be refunded the full amount.”
   b) “The important thing is that we are all here together, why don’t we just do anything?”
   c) “What a pity that we had to cancel the trip! We should do better research next time to avoid such a situation”
   d) “What a wrong place to go to! Who chose this hill station? We shouldn’t listen to him/her next time!”

7. Rekha notices for the last one week that the (drainage) gutter outside her building has been left open by the corporation workers. Which of these responses show that she focuses on value?
   a) “This may lead to diseases like malaria etc. in the locality. If we can get it closed, it will be a safety precaution for now”
   b) “This is so unhygienic! It may lead to someone getting injured even. Not just for now but we need to find ways to avoid such instances in the future”
   c) “This is a careless act on the workers part. We must bring it to their notice”
   d) “The workers don’t do their work well and others like us have to suffer”

8. Sanjana feels that she is a good singer. But she is unable to sing properly in the competitions she participates in. As a contributor who focuses on value, what does she decide?
   a) I have learned that I need to practice singing along with instruments being played.
   b) I will give up participating in competitions. It is of no use and is a waste of time.
   c) I have learned that I need to do a lot of dedicated practice.
   d) I have learned that I have to first train myself in classical music.

9. Raghu and his team are making a cheap eco-friendly light bulb for villagers. But every day there are different problems that arise. His team starts to panic. Which of these thoughts would help Raghu and his team mates to not give up easily?
   a) “We shouldn’t worry too much about it. We will have to give ourselves more time to reach our goal.”
   b) “There seem to be too many problems. What if the problems keep increasing?”
   c) “Let’s go through each and every issue one at a time. If we continue to think, we will be able to solve the issues.”
   d) “These problems will force us to look for new answers and new ways of working. Answers will come to us if we continue to work on it.”

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10. When asked to submit an assignment to the Professor, which of these would reflect a commitment to a high quality assignment?
   a) “I must ensure that there are no errors and that it is perfect. I must feel satisfied that it is done well.”
   b) “The Professor must appreciate my assignment”
   c) “I must do my best and ensure a good assignment”
   d) “I must ensure that my assignment looks better than others’ assignment”

11. Who amongst the following college students are most engaged with their money?
   a) Nadisha who saves money every month from the pocket money that she gets from home.
   b) Pankaj who looks for opportunities to talk with professionals on how to save or invest for higher returns.
   c) Shamil who keeps account of her every income and expenditure and has found the best way to save money.
   d) Darwin who trusts his parents to keep a check on his expenditure.

12. Which of the following gym instructors engage with their clients the most?
   a) Sunaina who keeps track of her clients’ progress and finds her work interesting.
   b) Shanti who takes her clients through a common regular regimen while chatting with them (otherwise she finds the work boring).
   c) Payal who refers to the clients’ exercise routine cards and instructs them accordingly (she is expected to do this in her job).
   d) Nandita constantly motivates her clients to reach their goals and finds her work challenging.

13. The fruit vendors wanted to open accounts in the bank (to save money). The bankers wanted new accounts in their bank. The problem was that the fruit vendors did not have the time to leave their carts to go to the bank. So the bank decided that they would go to the fruit vendors and get all the formalities done. Why would this approach be considered successful for all?
   a) It may be difficult for the bank in the long run as potential customers will expect bankers to go to them.
   b) It would be successful since the approach makes it more convenient for fruit vendors to access the bank and the bankers are also getting business.
   c) Initially, it may be a success but how will the fruit vendors go to the bank later to deposit or withdraw money?
   d) It would lead to success as everyone’s goals (both bankers and fruit vendors) are being met in a mutually satisfying manner.

14. The efficient waitress in the restaurant has been requested to handle the table reservations and customer complaints also (as the Manager has suddenly fallen ill). What is your suggestion on how to view the situation?
   a) It is only fair to get other people involved in handling the situation (not just this waitress) so the work gets done smoothly.
   b) Obviously she should help as the goal is to satisfy the customer.
   c) Though this is not her work, but just for a day, she should help out.
   d) The goal is to support each other, so she should provide help.
15. The competent guide of the team which was preparing to climb a mountain, gave the final instructions, “Every minute you must keep in sight either me or the 2 porters (carrying large amounts of supplies)”. Which of the mountaineers reflects contributor – thinking?
   a) “We have three people in our team who can guide us, which is a comforting thought.”
   b) “The porters will be unable to help in case of any emergency as they have so many supplies to carry. Best to be with the team guide.”
   c) “The porters must be really competent. Otherwise, the guide would not have mentioned them.”
   d) “The guide is the only one who is competent. I must keep pace with him.”

16. A small school has merged with another big school. There are many changes that need to be made to the policies. What should the management of the big school do if they think in enlightened self-interest?
   a) They should announce that most of the polices will be the same; a few policies will be framed by them.
   b) They should take the opinions of the old management and some teachers of the small school.
   c) They should take the opinions of the old management of the small school.
   d) They should frame the policies only after surveying and discussing with the management, current employees, parents etc. of both the schools.

17. Nikita joined as an intern in the HR department of a bank. She is asked to update the attendance everyday from the register to the computer. Which of the following statements show the most that she has completely lost the vision of her work?
   a) This is easy but monotonous work. I wonder how it can be used?
   b) This is just for my internship certificate. Let me just do what they ask me to.
   c) This is valuable data to understand trends in attendance and absence. It could also be used later for research purposes.
   d) This is valuable for the HR head to keep track of all the employees and their leaves of absence.

18. When the serial blasts happened in a city, which of these contributors practiced imaginative sympathy?
   a) Sanjoy- he called his immediate family and friends several times to ensure that they are all safe
   b) Prajoy- he created a document for sharing online (with what kind of help one could offer and the phone number) so it could be used by people in need
   c) Bhavesh- he started a debate / discussion with his friends on who could have planted the bombs and why
   d) Dhruvesh- he kept track of the news channels to see if he could offer any help

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19. The team is creating a software program for a self-help kiosk for customer sales in a bookstore. Which of the team members do you feel has the widest vision dimension of their work?
   a) Mostly, I find loopholes in the program.
   b) My team works together to make a program that will make customers choose a book without depending on salesmen.
   c) I try to bring in innovation into the program.
   d) Our team has to make sure that the customer feels that he can rely on the program.

20. The banker realized that the villagers were not getting their due for the work they did (weaving baskets). If she sees herself as a change maker, what options open up for her?
   a) Inform the villagers that the middle men are buying the baskets at a low price and selling them at a high price.
   b) She can find out ways in which their income can grow as well as be sustained.
   c) She helps the villagers to fight for their rights (with the middlemen).
   d) She discusses with other experts and suggests schemes through which the villagers can increase their income.

21. Election campaigning for your college student council has begun. Which candidate has higher chances of being elected again?
   a) The one who promised many changes but tried to implement a few
   b) The one who promised very few changes but did more than he promised
   c) The one who promised a lot of changes but forgot them as soon as he was elected
   d) The one who promised some changes and got them done

22. Sainath is the ‘know-it-all’ of the office. Tejas is a new joinee and is confused about how to obtain stationery he needs. The usually confident Sainath is not sure this time. Which response of Sainath’s would make Tejas go back to him for any other help in future?
   a) “I am not sure myself. I will find out and get back to you.”
   b) “Let me take you to the Provisions department.”
   c) “The Provisions department is on the first floor. You can find out.”
   d) “Let me tell you all other procedures followed in office so that you can feel comfortable.”

23. When a Regional Manager of a bank calls for a meeting of the Branch Managers to make a decision on a future initiative, he follows one of the following approaches. In order to be considered trustworthy, which approach must he not follow?
   a) Listen to everyone’s concerns and take a collective decision
   b) Listen to all the Managers to make them feel included but use his ‘sixth sense’ to decide (which has developed over many years of experience)
   c) Listen to the Managers who have had previous experience of big projects to take the decision
   d) Consider the views of only the Managers as they are the ones who will roll out the initiative
24. Pulkit and his friends have just moved into a new society. All other residents are traditional families that disapprove of late nights and parties (which is a way of life for Pulkit and his friends). What is the choice they should make?

a) “We must respect the accepted rules of the society as we have decided to be a part of it.”

b) “We don’t like such traditional mentality. But we must accept it or else the house owner could ask us to leave.”

c) “We are legal citizens of the country and no one can dictate how we behave.”

d) “We have to live in the society. So we will ensure we do not disturb anyone through our actions.”
Explanatory Answers

1. In **option (a)**, the contributor is thinking of alternate possibilities to reduce the problem and to make neighborhood safe (which includes many stakeholders).
   In option (c), one is considering how to make the neighborhood safe through a concrete solution (which includes only the residents).
   In option (b), one is looking at only one solution to solve the problem of chain snatching (and this is higher than option (d) because he is also thinking that not only ladies will be wearing gold jewelry but other people too).
   In option (d), one is only looking at the usual way to solve the problem – ladies should be careful rather than considering new possibilities.

2. In option (a), Mandira is only concerned about the hurdles in the way of achieving the goal.
   In option (b), Mandira has come up with a solution but is concerned that it may not give results (this is higher than (a) as she has at least started thinking about the solutions.)
   In option (c), Mandira has a set of solutions (on which she can take action) to achieve the goal. She does not begin by arguing the difficulties in achieving the goal.
   In **option (d)**, Mandira is ready to try various methods to ensure that the goal is achieved. She is focused on the goal thus the number of alternatives is limitless...till the goal is achieved, her search for alternatives will continue.

   **Contributors begin with the assumption that the goal needs to be achieved. They do not begin with what difficulties may arise.**

3. In option (c), one is suggesting a solution but only pointing out how it will drain government resources (the reason why that can't be anyway done).
   In option (b), though one is raising doubt about achieving the goal but thinks that at least with time it can be done. Thus it is higher than option (a).
   In option (a), one has begun with the assumption that one solution can be implemented to achieve the goal.
   In **option (d)**, one has opened up many possibilities with the assumption that the goal can be achieved. The focus is on the goal, thus the number of alternatives is limitless...till the goal is achieved, the search for alternatives will continue.

   **Contributors begin with the assumption that the goal needs to be achieved.**

4. In option (b), Anant is just looking for assured success. There is a clear fear of failure. So, he is wants to do only what is tried and tested.
   In option (a), Anant's focus is only on the degree of success. Though he is trying some that is not already "tried and tested", but the fear of failure is high.
   In option (c), Anant is not focused on the failure but is positively looking forward to challenge. He is looking at "online customers"
   In **option (d)**, Anant has overcome his fear of failure. He is ready to try and see what happens. He has expanded his potential customer base to include everybody.
Contributors overcome their fear of failure. For them, life is an adventure and full of challenges.

5. Option (a), does not help Rishi realize the "value" of doing the "right thing" but he only will see the "cost" of not doing the right thing. In option (c), Rishi do the "right thing" for rewards. The "value" of doing the right thing is "external reward".
Option (d), makes Rishi realize the "value" of doing the right thing by showing him the impact of his action on other people (classmates).
**Option (b),** makes Rishi realize the "value" of doing the right thing by showing him the impact of his action on multiple stakeholders (classmates, parents, teachers, school).

6. In Option (d), the person is just looking at blaming others...the person is looking at only "cost" of the cancelled trip. In option (c), the person is again looking at the "cost" but at least not blaming anybody else. In option (a), the person is at least looking at some "value" from the experience (we should research better). There is some recognition of "cost" of the cancelled trip as well ("what a pity that we had to cancel the trip") In option (b), the person is completely focused on the "value" of the "experience".

7. In option (d), Rekha is only "I" focused. The "cost" of the action on "me" is what comes out in the response. Thus this is the lowest. In option (c), Rekha blames others but at least recognizes some "value" in terms that "it can be brought to the notice of the workers". But Rekha is in a blaming mode here. In option (a), Rekha has seen how open gutter can impact...but she sees only how it will impact "now". She has realized the "value" of covering the gutters "now" In option (b), Rekha can see the "value" of covering the gutters not only now but also in "future".

8. In **option (d)**, Sanjana recognizes the value of the experience at a much higher level. She recognizes that she needs to "unlearn and relearn". She recognizes that she has "learn" classical music itself. In option (c), Sanjana recognizes the value of the experience but it is at a generic level as compared to in option (d). In option (a), Sanajana thinks that she has to just practice with instruments. She does not recognize that the need of "unlearning and relearning"...she believes that she is a "good singer" already and only thing required is to practice with instruments. In option (a), Sanjana has no focus on the "value" of the experience. She is giving up.

9. Here the dimension that is coming out is "Contributors commit themselves to the success of a project. They take up an idea and work deeply with that idea to make it a reality in their lives." In option (d) and (c) the commitment to the success is coming out but what varies is the degree. In option (d), Raghu has not only committed to the work at hand but also realized that new possibilities (new answers and new ways of working) are there to be discovered through this commitment. The recognition of payoffs of engaging deeply with the work is at a very high level and there is faith that when you engage, answers will come.
In option (c), Raghu is committed to the task but the recognition of the payoff is limited to that the "problem will be solved". He is yet to recognize that in the process of solving the problem many new learning may happen but he is planning to work on each problem one at a time.
In option (a), Raghu is ready to stick it out and is willing to give it more time but is not taking any action.
In option (b), Raghu is only seeing the problems. He is not ready to take responsibility of making the project a reality - he is willing to give it up.

10. In option (a), one has committed to making a high quality product. This commitment is not a result of any external pressure but for one's own satisfaction.
In option (c), one has committed to "doing one's best". This is lower than option (a) because there one is committing making an error free product. The commitment (in option a) has the potential of making one exceed one's best.
In option (b), one does not have any inner commitment to "quality" but only looking for appreciation of the professor.
In option (d), like in option (b) one has no inner commitment to "quality". The focus is on making the assignment "look better" not even focused on the content of the assignment.

Contributors seek to create “high quality” products. They care about what they have produced.

11. In option (b), the engagement with money is the highest. Pankaj makes an attempt to go out of the way by talking to experts so that he can save and invest his money.
In option (c), Shamil is also engaged with her money as she spends time and keeps detailed account of her money and has also reached a point where she is sure about the best way to save money (this too needs engaging with money saving).
In option (a), Nadisha only engages with her pocket money - saving from that but there is no other proactive engagement with money.
In option (d), Darwin is not at all engaged with money and has left it all to his parents.

12. In these options, the emotional engagement of the gym instructor with his/her clients and also the dimension of emotional engagement with his/her work is shown.
In option (d), Nandita is emotionally engaged in helping her clients to reach their goals. She has taken responsibility and therefore finds her work challenging. There is high engagement in her interaction with the clients and with her work.
In option (a), Sunaina is engaged with her clients to the extent that she keeps track of their progress and finds her work "interesting".
In option (c), Payal is hardly engaged with the client as she only instructs them. Her engagement with her work is also superficial - she does what she is expected to do. She is only looking at their routine cards not what the client is doing / not doing.
In option (b), Shanti is not really emotionally engaged with her clients as she is only looking to complete the regular exercise routine with them. Her engagement with her work is also low as she has to "chat" in order to keep herself from getting bored.

13. In option (d), one recognizes how the initiative will allow both the customers as well as the bank to achieve their "goals" (vendors will be able to save money...and bank will be able to open new accounts)
14. **In option (b),** the waitress recognises that the final goal is to have a satisfied customer... In option (d), the waitress does not have the customer as the focus...she sees the goal as to support other team members...though this is a high level of contributor thinking but still it may not ensure a satisfied customer which is the final goal of any restaurant. In option (a), the waitress sees the goal as "to get work done smoothly". She does not see the customer or the team. She recognizes that for the work to get done smoothly everybody has to help out...however, if others don't help out then there is a likelihood that she will not (as she thinks it is fair to involve everybody)... In option (a), the waitress does not even see the necessity of the work done smoothly...it is just about filling in for a day because she has been asked to do so.

*Contributors are focused on the big picture.*

15. **In option (a),** the mountaineers irrespective of the position (guide or porter) of the person think that every member is important and is capable of making valuable contribution. They give respect to all team members. In option (c), the mountaineers' respect for the porters is based on the assumption of "competence" and not for the person. This respect is not based on the mindset that "every team member is to be respected". Hence it is lower than option (a). In option (b), the mountaineers view the porters not from the standpoint of "respect" but more as somebody who can/cannot "help them". Also they see the "porters" as just "carrying supplies", they do not recognize the "contribution" of this "activity". Hence it is still lower than option (b). In option (d), the mountaineers are not even recognizing the presence of the porters. The "respect" is only for the "position" of the "guide" (and not the "person" who is the guide). Hence it is the lowest.

*Contributors give respect to all team members.*

16. **In option (d),** all stakeholders - management, teachers, parents etc of both schools - are consulted. In option (b), 2 groups of stakeholders - old management & some teachers - are consulted. In option (c), 1 stakeholder - old management - is being consulted. In option (a), no consultation is done...the management of the bigger school is just informing.

*Contributors take into account the "concerns" of all stakeholders.*
17. In option (c), Nikita understands the larger implication of her work...why her work is important and how it will be useful.
   In option (d), Nikita understands sees her work as a means to "track" employees...this is narrower vision than "valuable data points" for research in future...
   In option (a), Nikita is able to see only the "activity" in her work and there is no "vision" towards which she is working...however there is at least a question in her mind that may be/may be not there is purpose to this work ("i wonder how it can be used" - at least she is questioning what is the vision of the work?)
   In option (b), Nikita just wants to get done with the work to get a "certificate". There is no question or consideration about the "vision" of the work.

   **Contributors also look at the vision dimension of their work rather than activity dimension.**

18. In option (b), Prajy proactively takes action to make a positive difference to address the "concerns" of the people in the city.
   In option (d), Dhrupesh though has not yet taken attention but he is looking for avenues to address the "concerns" of the people.
   In option (c), Bhavesh through the process of discussion has started engaging with the "concerns". Here it may seem that he is just discussion and doing nothing...but that is the first level of engagement which has the potential of long term appreciation of how such a situation impacts people.
   In option (a), Sanjoy is just concerned about his family...there is no appreciation or recognition of the consequences of the situation.

   **Contributors also look at the longer-term consequences of the situation.**

19. In option (d), the team members recognize that they are serving the customers first (creating program is just a means to serve them)
   In option (b), the team members see the program first and then how it is serving the customer (think of it from a doctor's perspective...a doctor who says i am curing patients...another who says i am giving medicines to cure patients...)
   In option (c), here the team members do not see the "human dimension" in his work at all...they see only the program but good thing is they see their work as a place to bring in innovation
   In option (a), the work also is seen in very narrow perspective (that of finding loopholes)

   **Contributors also look at the human dimension of their work.**

20. In option (b), she is going all out to find various ways to not only increase their income but also ensure that it is sustained.
   In option (d), she is to experts only to increase the income (sustainability is not taken into consideration).
   In option (c), she has identified one method of increasing the income (having middlemen to pay the weavers a fair price) but she is not looking at many other possibilities that may exist to increase/sustain the income of the weavers.
   In option (a), she is just informing the weavers what is the problem, though this is a contribution, it may or may not lead to any change.
Contributors are able to see themselves in wider “change-maker” terms.

21. In option (b), the person is delivering more than what he promised. In option (d), the person delivering what he promised. In option (a), the person is under-delivering but at least made an attempt to deliver on the promises. In option (c), the person promises but has no intent of keeping these promises.

Contributors set clear expectations and meets them, they under-promise and over-deliver.

22. In option (a), Sainath is transparent about the fact that he does not know accurately. However, he makes a promise to find out and get back. Tejas feels reassured that he can depend on Sainath. In option (b), Sainath is aware that the stationery will be available in the "provisions" department but makes an effort to take him there - to that extent he is communicating being "trustworthy" - u can trust me to help you get the job done In option (c), Sainath though not sure is directing Tejas to "provisions" department....he has left Tejas to find his own way. In option (d), Sainath is just trying to cover that he does not "know" by giving him information on what he knows...this does not address tejas's need.

Contributors are trustworthy in their communications.

23. In option (b), the regional manager is listening to other managers not with the intention of taking their view point into consideration but just to make them happy/included. This will beget mistrust as others will not see it as a transparent method of taking decisions. So this is the least contributive. In option (d), the regional manager is just following the least resistance path...those who are going to work on the project their views need to be considered and remaining others can be excluded...This again leads to some people who may mistrust him In option (c), the regional manager is trying to ensure the success of the project by considering the suggestions of people who have had similar experience of working on big projects (a bigger group of people) so he is taking their views into account and taking the decision - so it is a better trust-choice than the previous two. In option (a), the regional manager has earned the trust of every member by listening to everybody's concerns. As the decision is collectively taken, each one will feel that the decision is his/her and thus will trust the choice...This will lead to a cohesive team working towards a single purpose. Thus this is the most contributive.

Contributors always make “trust-choices” and not in unpredictable or inconsistent ways.

24. In option (a), Pulkit and his friends, recognize the "unstated" code of conduct of the housing society and understand that they need to respect it. In option (d), Pulkit and his friends, follow the "unstated" code of conduct...they follow it not out of respect but of compulsion/personal interest ("We have to live in the society").
They do not see the merit in following the "code of conduct" beyond this narrow perspective. In option (b), Pulkit and friends are judgmental about other people's "way of life" (in option d there is no such judgment) but agree to go by the unstated code of conduct out of "fear" of being asked to leave. In option (c), Pulkit and his friends do not see any need of "respecting" the unstated code of conduct.

**Contributors respect the stated / unstated code of conduct in an organization / community / country.**