

CBCS SCHEME

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20MBA11

First Semester MBA Degree Examination, Feb./Mar. 2022 Management and Organizational Behavior

Time: 3 hrs.

Max. Marks:100

**Note: 1. Answer any FOUR full questions from Q1 to Q7.
2. Question No.8 is compulsory.**

- 1
 - a. What is span of control? (03 Marks)
 - b. Explain briefly the recent trends in management. (07 Marks)
 - c. Explain the process of decision making. (10 Marks)
- 2
 - a. Define organizational behavior. (03 Marks)
 - b. Explain the different types of control. (07 Marks)
 - c. Explain 14 principles of administrative management by Henry Fayol. (10 Marks)
- 3
 - a. Mention the different managerial skill necessary for manager. (03 Marks)
 - b. Discuss the personality attributes influencing organizational behavior. (07 Marks)
 - c. Briefly explain the different teams in organization. (10 Marks)
- 4
 - a. Define Motivation. (03 Marks)
 - b. How to bring a change in organizational culture. (07 Marks)
 - c. What causes stress and how to overcome the stress management? (10 Marks)
- 5
 - a. What is virtual organization? (03 Marks)
 - b. How do the groups classified in group dynamics. (07 Marks)
 - c. Discuss the big 5 personality traits. (10 Marks)
- 6
 - a. Mention the principles of directing. (03 Marks)
 - b. Describe the different types of culture in organization. (07 Marks)
 - c. What is perception? Explain the factors influencing the perception. (10 Marks)
- 7
 - a. What do you mean by group dynamic? (03 Marks)
 - b. What are the characteristics of change management? (07 Marks)
 - c. Explain the various components of attitude and describe how attitudes are formed. (10 Marks)

8 CASE Study :

A company was manufacturing 'LED bulbs' which were in great demand. It was found that the target of producing 300 bulbs a day was not met by the employees. On analysis it was found that the workers were not at the fault. Due to electricity failure and shortage of workers, the company was not able to achieve the set targets and alternative arrangements were needed.

To meet the increased demand, the company assessed that approximately 88 additional workers were required out of which 8 would work as heads of different departments and 10 would work as subordinates under each head. The required qualification and job specifications were also enlisted. It was also decided that necessary relaxation should be given to encourage women, persons from backward and rural areas and persons with special abilities to assume responsible positions in the organization. All efforts were made to match the ability of the applicants with the nature of work.

- a. Identify the functions of management discussed above. (05 Marks)
- b. State the steps in the process of each function discussed in the above case. (05 Marks)
- c. List out the values which the company wants to communicate to the society. (05 Marks)
- d. Explain the objectives of the company. (05 Marks)