

USN

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

18MBA11

First Semester MBA Degree Examination, July/August 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. Identify the importance of division of work. (03 Marks)
b. Complete recent trends in management. (07 Marks)
c. Discuss the challenges and opportunities for organizational behavior. (10 Marks)
- 2 a. Mention the application of MBTI in the organizations. (03 Marks)
b. Predict common perceptual errors. (07 Marks)
c. Elaborate Henry Fayol's fourteen principles of management. (10 Marks)
- 3 a. Identify the roles of the manager. (03 Marks)
b. Appraise the nature of organizational behavior. (07 Marks)
c. Discuss the personality attributes influencing organizational behavior. (10 Marks)
- 4 a. What is the importance of planning premises? (03 Marks)
b. Elaborate Big-five model of personality. (07 Marks)
c. Appraise the essentials of control system. Highlight the different types of control. (10 Marks)
- 5 a. How do you classify individual abilities? (03 Marks)
b. Discuss the application of theory X and theory Y by explaining it in brief. (07 Marks)
c. Elucidate Bahe and Mouton's managerial grid. (10 Marks)
- 6 a. What are the advantages of formal organization? (03 Marks)
b. Discuss Herzberg's two-factor theory of motivation by explaining the managerial implications. (07 Marks)
c. Summarize the factors that influence centralization or decentralization. (10 Marks)
- 7 a. What are the reasons for the growth of virtual organizations? (03 Marks)
b. Identify the strengths and weaknesses of matrix organizational structure. (07 Marks)
c. Analyse situational leadership theory of Hersey and Blanchard. (10 Marks)

8 CASE STUDY :

Kaiga Palliot Company (KPC) has on excellent national and international reputation. Employees were happy to work for KPC. But of late the company demands total loyalty from its employees and even tries to influence their behavior and appearance after work. They receive Hamston as a leader, who is good in giving directions and exercising control over the employees. Whenever same mistakes happen from systems perspective or from human angle, controlling exercise would be taken up by the leader.

- a. What is your perspective on Hamston's leadership style? (05 Marks)
- b. Apply the leadership style that is suitable in the given case. (05 Marks)
- c. Propose your suggestions regarding steps of controlling process. (05 Marks)
- d. Do you feel company is right in expecting specific behavior and appearance after work? (05 Marks)

* * * * *