



First Semester MBA Degree Examination, June/July 2025
Management & Organizational Behaviour

Max. Marks: 100

- Notes: 1. Answer any **FOUR** full questions from Q.No. 1 to Q.No. 7
2. Question No. 8 is compulsory.
3. M: Marks, L: Bloom's level, C: Course outcomes.

			M	L	C
Q.1	a.	List the different kinds of Managers.	3	L1	CO1
	b.	Distinguish between Administration and Management with examples.	7	L2	CO1
	c.	Elaborate the Evolution of Management Thoughts.	10	L2	CO1
Q.2	a.	List the benefits of Planning.	3	L1	CO1
	b.	Explain the process of Controlling.	7	L1	CO1
	c.	Explain the different styles of Leadership.	10	L3	CO1
Q.3	a.	List the different disciplines contributing to Organizational Behaviour.	3	L1	CO3
	b.	Explain the Organizational Learning Process in detail.	7	L1	CO3
	c.	Discuss the MARS Model of Individual Behaviour and Performance.	10	L3	CO3
Q.4	a.	What do you mean by Personality?	3	L1	CO3
	b.	Explain the Model of Perceptual Process.	7	L2	CO3
	c.	Explain in detail the Four Drive Theory of Motivation.	10	L2	CO3
Q.5	a.	Define Team.	3	L1	CO2
	b.	Explain the consequences of Power in the Organization.	7	L2	CO2
	c.	Discuss the stages of Team Development.	10	L3	CO2
Q.6	a.	What do you mean by Conflict Negotiation in the workplace?	3	L1	CO2

		b. Define the term Power? Explain the sources of Power.	7	L1	CO2
		c. Discuss in detail the model of Conflict Process.	10	L3	CO2
Q.7	a.	List out the elements of Organization Culture.	3	L1	CO2
	b.	What do you mean by Organization change? List the reasons for resistance to change.	7	L1	CO2
	c.	Discuss in detail the ethical issues of Organizational Behavior (Real World Scenario can be explained) .	10	L2	CO2
Compulsory Questions					
Q.8		<p>Jennifer, the owner and manager of a company with ten employees, has hired you to take over the HRM function so she can focus on other areas of her business. During your first two weeks, you find out that the company has been greatly affected by the up economy and is expected to experience overall revenue growth by 10 percent over the next three years, with some quarters seeing growth as high as 30 percent. However, five of the ten workers are expected to retire within three years. These workers have been with the organization since the beginning and provide a unique historical perspective of the company. The other five workers are of diverse ages. In addition to these changes, Jennifer believes they may be able to save costs by allowing employees to telecommute one to two days per week. She has some concerns about productivity if she allows employees to work from home. Despite these concerns, Jennifer has even considered closing down the physical office and making her company a virtual organization, but she wonders how such a major change will affect the ability to communicate and worker motivation. Jennifer shares with you her thoughts about the costs of health care on the organization. She has considered cutting benefits entirely and having her employees work for her on a contract basis, instead of being full-time employees. She isn't sure if this would be a good choice. Jennifer schedules a meeting with you to discuss some of her thoughts. To prepare for the meeting, you perform research so you can impress your new boss with recommendations on the challenges presented.</p> <p>Questions:</p> <ol style="list-style-type: none"> 1. Assess the changes are occurring in the business that could affect HRM. 2. List and explain considerations the company and HR should be aware of when making changes related to this case study 3. Explain the initial steps be to start planning for these changes 4. Analyze the your role of Jenifer in implementing these changes 	20	L3	CO4