

Reg. No: 

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

**SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY:: PUTTUR  
(AUTONOMOUS)**

**MBA I Year I Semester Regular Examinations July-2021**

**MANAGEMENT & ORGANIZATIONAL BEHAVIOR**

Time: 3 hours

Max. Marks: 60

**SECTION – A**

(Answer all Five Units 5 x 10 = 50 Marks)

**UNIT-I**

- 1 a Write a descriptive note on the managerial levels and their functions. L2 5M  
b Briefly describe the contributions of FW Taylor to the field of management. L3 5M

**OR**

- 2 a Management is an inexact science. Do you agree with the statement? L4 5M  
Discuss  
b Explain the growth of neoclassical theories of management. L2 5M

**UNIT-II**

- 3 a What do you mean by qualitative techniques? Explain the main qualitative techniques for decision making. L3 5M  
b Define controlling. Planning and controlling go hand in hand. Discuss. L1 5M

**OR**

- 4 a Write a description on the Organizing function. L3 5M  
b Discuss different types of plans with examples. L1 5M

**UNIT-III**

- 5 a Define the term perception. Explain various steps in perceptual process. L3 5M  
b Define term attitude. Explain the functions of attitude. L2 5M

**OR**

- 6 a What is a Group? Explain the Benefits of Groups. L2 5M  
b How Groups can be formed in an organization in view of its development? L3 5M

**UNIT-IV**

- 7 a What is the concept of Motivation? Explain any two theories of motivation. L1 5M  
b Explain the concepts and themes of Herzberg motivational theory. L2 5M

**OR**

- 8 a What is leadership? Make a comment on the statement Leaders are not born but made. L5 5M  
b What is Managerial Grid and explain Transactional Vs Transformational Leadership? L3 5M

**UNIT-V**

- 9 a What is Organizational Development? Write about Phases and Interventions of OD. L2 5M  
b Define Organizational Change. Explain its Process and implementation of Change. L2 5M

**OR**

- 10 a Narrate the concept of Johari window- and the blocks in Johari Window. L2 5M  
b Define a Conflict. Why is it essential in organizations the identification and management of conflicts? Explain in brief Organizational Development. L3 5M

**SECTION – B**

(Compulsory Question)

**11****1 x 10 = 10 Marks**

Two companies X and Y producing 40 count cotton yarns with similar levels of investment, size, and labor force have been competing with each other. All their costs, such as raw materials, power, wages, administrative, sales, interest, and depreciation expenses, have been the same. Company X has been earning around 1.2 times of the net profit level when compared to the net profit earned by company Y. The management of company Y appointed a taskforce to find out the reasons for the same. On detailed analysis carried over by the task force, it was found that the motivation level of employees of company X was relatively far higher than that of company Y. It was mainly on account of certain facilities provided to company X such as environment on the shop floor in terms of space for movement, lighting arrangements, canteen facilities, pickup and drop facility from home to company and back and a free membership of a local club. It was also found that emphasis of company X had free access to top management and every month employees achievements used to be recognized by giving them token prizes; handed over to them by the top management in person in a function organized by the company.

Questions:

- i) Elaborate the benefits provided by company X as per the Herzberg's two factor theory.
- ii) Discuss the impact of the provisions provided by company X on the performance of employees and more returns for company X.

**\*\*\* END \*\*\***