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

MBA I Year I Semester Supplementary Examinations November-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 What is management? Discuss its main characteristics and significance L1 5M
 b Write a descriptive note on the fourteen principles propounded by Henry Fayol in his administrative management. L2 5M

OR

- 2 a Examine the different roles played by a manager of a typical business organization. L2 5M
 b Explain the growth of neoclassical theories of management. L2 5M

UNIT-II

- 3 a What is planning? Explain the nature, importance and process of planning. 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 What is learning? Discuss classical and operant conditioning theories of learning. L2 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 “Types of groups in an Organization may lead dynamic approachability” comment on this statement. L2 5M

UNIT-IV

- 7 a Discuss David Mc Clelland need theory in detail with suitable examples L2 5M
 b What are hygiene and dissatisfies of motivational theory Conceptualized by Herzberg? L2 5M

OR

- 8 a Give a detailed description on Fiedler’s Contingency model of leadership. L2 5M
 b What is Managerial Grid and explain Transactional Vs Transformational Leadership? L3 5M

UNIT-V

- 9 a Explain about Functionality and Dysfunctionality of Culture. L2 5M
 b Transactional Analysis helps in understanding the individual behavior. Do you agree with the statement? Substantiate your argument. L5 5M

OR

- 10 a What is Organizational Development? Write about Phases and Interventions of OD. 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

Kavery Limited publishes fortnightly magazine titled Kavery. The magazine is published in four regional languages. The company has its own printing press with M.S.Subramaniam as press manager. He is responsible for the overall working of the press. The press runs on two-shift basis for six days per week perform all activities related to magazine printing that is, starting from typesetting stage to binding stage. For making magazine successful, its timely publication is one of the crucial factors.

The press manager has total employee strength of nearly 300 with six persons at the senior management level who work in the day shift and 25 supervisors and 120 operators for each of two shifts. Each supervisor has 4 to 10 operators directly reporting to him. The number of operators reporting directly to a supervisor varies according to nature of work involved in different sections.

One day, the press manager attended a seminar on management by objectives organized by the local management association and addressed by a consultant on management by objectives. He was highly inspired by the theme of management by objectives and intended to install this system in the press. He was very much sure that he would make performance evaluation of the employees easier and improve their productivity. Subramaniam worked several days on what the output objective of the press would be. After finishing this work, he called a meeting of his senior staff. He gave a written statement containing the objectives of each functional area of the press to senior staff members and requested each member to review the objectives, ask questions for clarification, and then prepare specific operational plans and quotas for his respective departments, supervisors, and operators.

Questions:

- a) Is this a workable MBO system? Explain your stand.
- b) As the press manager, how will you proceed to define press's objectives?

Case

*** END ***