

O.P.Code: 20MB9001

R20

H.T.No.

SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY:: PUTTUR
(AUTONOMOUS)
MBA I Year I Semester Regular & Supplementary Examinations January/ February-2025
MANAGEMENT & ORGANIZATIONAL BEHAVIOR

Time: 3 Hours

Max. Marks: 60

SECTION – A

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

UNIT-I

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|---|---|---|-----|----|----|
| 1 | a | What is management? Discuss its main characteristics and significance. | CO1 | L1 | 5M |
| | b | Write short notes on roles of managers, levels of management and the skills required. | CO1 | L3 | 5M |

OR

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|---|---|--|-----|----|----|
| 2 | a | a comparison between classical and neo-classical theories of management | CO1 | L4 | 5M |
| | b | Relate the contribution of F.W. Taylor or Henri Fayol to the theories of management. | CO1 | L4 | 5M |

UNIT-II

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|---|---|--|-----|----|----|
| 3 | a | Planning is the primary function of all the managerial functions. Appraise the statement. | CO2 | L4 | 5M |
| | b | Establishing standards, comparing actual results with standards and taking corrective actions are the steps included in which function. Discuss in detail. | CO2 | L4 | 5M |

OR

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|---|---|--|-----|----|----|
| 4 | a | 'Controlling is Systematic Process involving a series of steps'. Do you agree? Discuss it brief. | CO2 | L2 | 5M |
| | b | Discuss the significance of controlling function. | CO2 | L3 | 5M |

UNIT-III

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|---|---|---|-----|----|----|
| 5 | a | Define the term perception. Explain in detail about perceptual selection. | CO3 | L2 | 5M |
| | b | What are the factors that affect perceptual selection? | CO3 | L3 | 5M |

OR

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|---|---|--|-----|----|----|
| 6 | a | Describe the formation of group in an organization. | CO3 | L3 | 5M |
| | b | "Groups are essential mechanisms of socialization and a primary source of social order" – Elaborate. | CO3 | L4 | 5M |

UNIT-IV

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|---|---|---|-----|----|----|
| 7 | a | Describe the process by which needs motivate workers. | CO4 | L2 | 5M |
| | b | Explain how employees are motivated according to Maslow's hierarchy of needs. | CO4 | L3 | 5M |

OR

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|---|---|--|-----|----|----|
| 8 | a | Briefly discuss various Leadership Styles and also refer to their disadvantages and conditions of use which is the best style in your opinion. | CO5 | L3 | 5M |
| | b | Distinguish between transformational and transactional leaders with examples. | CO5 | L3 | 5M |

UNIT-V

- 9 a "Change for the sake of change is no change at all". Comment on this statement and show why change for the sake of change could be detrimental to the health of the organization? **CO6 L5 5M**
- b A well-established manufacturing unit plans to introduce new machines and new methods of production. The workers in the factory numbering two hundred are fearful of the change and are resisting it in many ways. How will you advise the management to tackle the problem? **CO6 L5 5M**

OR

- 10 a Discuss the Johari window model for analyzing interpersonal relationship. **CO6 L3 5M**
- b What is transactional analysis? How does it contribute to the understanding of the human behavior? **CO6 L3 5M**

SECTION – B

(Compulsory Question)

11

1 x 10 = 10 Marks

Alpha Tech, a growing software development company in Hyderabad, was facing a major issue with employee motivation. Team leaders observed that tasks were being completed with minimal enthusiasm, project deadlines were often missed, and employees seemed disengaged during meetings. Productivity had dropped, and team collaboration had become lackluster.

Upon further analysis, the management realized that the repetitive nature of tasks and a lack of career growth opportunities were the key reasons behind the decline in motivation. Employees felt stuck in their roles with no clear path for advancement, leading to a sense of stagnation.

To address this issue, Alpha Tech implemented several changes. They introduced job enrichment by allowing employees to take on challenging assignments outside their usual responsibilities. Learning and development programs were launched, enabling employees to acquire new skills and explore internal job opportunities. Additionally, the company introduced a recognition program to appreciate and reward employees for their contributions.

These measures led to a significant transformation. Employees started showing greater interest in their work, team collaboration improved, and innovative ideas were brought to the table. Over time, the company not only witnessed a rise in productivity but also created a more motivated and engaged workforce.

Questions

- i) How did the measures taken by Alpha Tech address the issue of employee demotivation?
- ii) What other steps could Alpha Tech take to ensure sustained employee engagement and motivation in the future?

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