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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: I - THEORY EXAMINATION (2025 - 2026)

Subject: Management Concepts and Organization Behavior

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of **three Sections -A, B, & C**. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.

2. Maximum marks for each question are indicated on right -hand side of each question.

3. Illustrate your answers with neat sketches wherever necessary.

4. Assume suitable data if necessary.

5. Preferably, write the answers in sequential order.

6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

20

1. Attempt all parts:-

- 1-a. Top-level managers in an organization are primarily responsible for _____. (CO1, K2) 1
- (a) Supervising day-to-day operational tasks
 - (b) Setting organizational goals and strategy
 - (c) Directing frontline employees
 - (d) Handling customer complaints directly
- 1-b. The nature of management as an 'Art' refers to the application of _____. (CO1, K2) 1
- (a) Personal knowledge and intuition in practice
 - (b) Strict scientific formulas
 - (c) Rigid, unchangeable rules
 - (d) Only theoretical concepts
- 1-c. Trait theory emphasizes _____. (CO2, K2) 1
- (a) Unconscious motives
 - (b) Observable behaviors only
 - (c) Stable characteristics that influence behavior
 - (d) Stages of development
- 1-d. The affective component of an attitude involves _____. (CO2, K1) 1
- (a) Beliefs
 - (b) Emotions or Feelings
 - (c) Actions
 - (d) Thoughts

- 1-e. Classical conditioning is a type of learning propounded by _____. (CO3, K1) 1
- (a) Ivan Pavlov
 - (b) B.F. Skinner
 - (c) Albert Bandura
 - (d) Kurt Lewin
- 1-f. Perception is defined as the process of _____. (CO3, K2) 1
- (a) The objective reality of an event
 - (b) Organizing and interpreting sensory impressions
 - (c) The physical properties of a stimulus
 - (d) A person's memory capacity
- 1-g. An informal group typically develops to fulfill _____. (CO4, K2) 1
- (a) Organizational mandates
 - (b) Official reporting requirements
 - (c) Specific project goals
 - (d) Social or psychological needs
- 1-h. An autocratic leadership style is characterized by:(CO4, K1) 1
- (a) Centralized decision-making by the leader
 - (b) Shared decision-making with the team
 - (c) Complete freedom for the team to decide
 - (d) A focus on employee happiness over tasks
- 1-i. A strong organizational culture can sometimes be a barrier to change because it _____. (CO5, K2) 1
- (a) Lacks clear values
 - (b) Encourages too much innovation
 - (c) Creates strong adherence to existing norms
 - (d) Has too many change agents
- 1-j. Managing resistance to change effectively requires _____. (CO5, K2) 1
- (a) Understanding the reasons for resistance
 - (b) Ignoring employee concerns
 - (c) Punishing those who resist
 - (d) Implementing changes suddenly

2. Attempt all parts:-

- 2.a. State any 2 principles proposed by Henri Fayol. (CO1, K1) 2
- 2.b. Define Personality.(CO2, K1) 2
- 2.c. Explain the concept of Learning. (CO3, K2) 2
- 2.d. State the primary difference between a group and a team. (CO4, K2) 2
- 2.e. Describe a 'change agent' in organizational context. (CO5, K2) 2

SECTION-B

30

3. Attempt all parts:-

3.a. Answer any one of the following:-

3.a.(i)	Describe the three levels of management and their primary responsibilities. (CO1, K2)	6
3.a.(ii)	Explain the key principles of Frederick Taylor's Scientific Management. (CO1, K2)	6
3.b.	Answer any one of the following:-	
3.b.(i)	Evaluate Johari Window as a tool for self-awareness. (CO2, K5)	6
3.b.(ii)	Differentiate between Type A and Type B personality. (CO2, K3)	6
3.c.	Answer any one of the following:-	
3.c.(i)	Analyze how Maslow's hierarchy of needs can explain differences in employee behaviour and performance in an organization. (CO3, K4)	6
3.c.(ii)	Analyze how Social Learning Theory differs from Operant Conditioning in terms of how individuals acquire new behaviors. (CO3, K4)	6
3.d.	Answer any one of the following:-	
3.d.(i)	Explain Tuckman's model of team development with its various stages. (CO4, K2)	6
3.d.(ii)	Discuss the different Leadership styles with appropriate examples. (CO4, K2)	6
3.e.	Answer any one of the following:-	
3.e.(i)	Evaluate the various approaches to manage organizational change effectively. (CO5, K5)	6
3.e.(ii)	Analyze the key dimensions that measure Organizational climate. (CO5, K4)	6
<u>SECTION-C</u>		50
4.	Answer any <u>one</u> of the following:-	
4-a.	"Management roles are evolving with changing business landscapes." Discuss this statement in the context of Mintzberg's framework. (CO1, K4)	10
4-b.	Illustrate the various functions of Management with suitable example from a business organization. (CO1, K4)	10
5.	Answer any <u>one</u> of the following:-	
5-a.	Imagine you are an HR manager, discuss how Transactional Analysis can be used to improve interpersonal effectiveness in the workplace. (CO2, K3)	10
5-b.	Examine how Big 5 Personality traits can influence team dynamics and overall effectiveness of the organization. (CO2, K4)	10
6.	Answer any <u>one</u> of the following:-	
6-a.	Discuss the Perception process along with its errors. Analyze its impact on managerial decision making. (CO3, K4)	10
6-b.	Describe classical conditioning theory of Learning and its application in organizations. (CO3, K3)	10
7.	Answer any <u>one</u> of the following:-	
7-a.	Analyze how different leadership styles from the Managerial Grid impact team motivation and performance. (CO4, K4)	10
7-b.	Explain organizational conflict, its sources, and impact on team performance. (CO4, K2)	10
8.	Answer any <u>one</u> of the following:-	
8-a.	Analyze the concepts of organizational culture, climate and change management to	10

create a framework for organizational transformation. (CO5, K4)

- 8-b. Define organizational culture and illustrate its key elements as depicted in Edgar Schein model. (CO5, K3)

10

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