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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: I - CARRY OVER THEORY EXAMINATION -JUNE 2023

Subject: Management Principles & Organizational 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. Which one of the following is not a key result area for a business organization?(CO1) 1
- (a) Profitability
- (b) Productivity
- (c) Market standing
- (d) Organizational structure
- 1-b. Which one of the following role does not contribute management roles as proposed by Henry Mintzberg?(CO1) 1
- (a) Interpersonal role
- (b) Informational role
- (c) Decisional role
- (d) Training role
- 1-c. Which statement is wrong?(CO2) 1
- (a) Authority can not be delegated

- (b) Authority is the power to act
- (c) Higher the post, higher is the authority
- (d) Authority is right to command
- 1-d.function of management compares conformity with the predetermined plan and takes corrective action.(CO2) 1
- (a) Coordinating
- (b) Forecasting
- (c) Organizing
- (d) Controlling
- 1-e. _____ leadership emphasize on rules and regulation in an organization.(CO3) 1
- (a) Democratic
- (b) Autocratic
- (c) Laissez-faire
- (d) Bureaucratic
- 1-f. Roy really disliked his job. He forced himself to go to work each day out of fear of losing his only source of income. Roy was working mainly because of- (CO3) 1
- (a) negative reinforcement.
- (b) operant conditioning
- (c) positive reinforcement
- (d) intermittent reinforcement.
- 1-g. Among the components of attitude _____ consists of a person's tendencies to behave in a particular way or object.(CO4) 1
- (a) Cognitive
- (b) behavioral
- (c) Observational
- (d) affective
- 1-h. MBTI stands for-(CO4) 1
- (a) Myers- Briggs Test indicator
- (b) Myers- Briggs Test investigator
- (c) Myers- Briggs Type indicator
- (d) Myers- Briggs Type investigator
- 1-i. Which of the following is a senior employee who supports and sponsors a less- 1

practiced employee?(CO5)

- (a) Leader
- (b) Facilitator
- (c) Mentor
- (d) Coach

1-j. Which of the following is not included in the process of change as per Kurt Lewin Model-(CO5) 1

- (a) Unfreezing
- (b) Training
- (c) Freezing
- (d) Refreezing

2. Attempt all parts:-

- 2.a. Define interpersonal managerial role of a manager.(CO1) 2
- 2.b. Define selection process.(CO2) 2
- 2.c. State any two features of motivation.(CO3) 2
- 2.d. Mention any two factors that influence personality.(CO4) 2
- 2.e. Define leadership.(CO5) 2

SECTION B

30

3. Answer any five of the following:-

- 3-a. Explain the objectives and significance of management. (CO1) 6
- 3-b. Elaborate the skills of manager required to perform the tasks diligently in an organization.(CO1)) 6
- 3-c. Discuss the important issues that should be taken into recruitment.(CO2) 6
- 3-d. "Is staffing the job of HR department only?" Justify your answer with example.(CO2) 6
- 3.e. Discuss the factors affecting Perception.(CO3) 6
- 3.f. Critically analyze the impact of Personality on individual and organization behaviour.(CO4) 6
- 3.g. Explain various styles of leadership and discuss their application.(CO5) 6

SECTION C

50

4. Answer any one of the following:-

- 4-a. Discuss the fourteen principles of management as suggested by Henry Fayol.(CO1) 10
- 4-b. Write the objectives of planning. Illustrate how will you set objectives for a manufacturing organisation.(CO1) 10

5. Answer any one of the following:-

- 5-a. "Structure of an organisation should be tailor-made. Search for a typical structure is vain." Discuss the types of Organization Structure.(CO2) 10
- 5-b. "There are various types of control plans in an organisation." Explain the types of control plans with example.(CO2) 10

6. Answer any one of the following:-

- 6-a. Explain the nature and importance of perception. Discuss the factors influencing the perception process.(CO3) 10
- 6-b. Describe the process by which needs motivate workers. Also Discuss the importance of Herzberg's motivators and hygiene factors in his motivation theory.(CO3) 10

7. Answer any one of the following:-

- 7-a. You are a manager who wants to improve performance in your team. With reference to personality TYPE A and TYPE B , explain how understanding of personality might help you in giving different job roles in an organization.(CO4) 10
- 7-b. "Human behaviour is more complex than what people believe". Do you agree with this? What are the factors that add complexity in human behaviour?(CO4) 10

8. Answer any one of the following:-

- 8-a. If you were the change consultant to a new organisation, what step could you think to initiate change in the organisation. Elaborate the steps involved in this process of change.(CO5) 10
- 8-b. Differentiate Leaders from Managers. Discuss the Leadership Grid model of Behavioural leadership to assess the different styles of Leadership.(CO5) 10