



BRAINWARE UNIVERSITY

Term End Examination 2022

Programme – MBA-2021/MBA-2022/MBA(HM)-2022

Course Name – Management Process and Organizational Behaviour/Principle of Management & Organisational Behaviour

Course Code - MBA106/MBA105/MBAHM101

(Semester I)

Full Marks : 60

Time : 2:30 Hours

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question)

1 x 15=15

1. Choose the correct alternative from the following :

(i) The five needs explained in Maslow's hierarchy are:

- | | |
|---|--|
| a) Psychological, safety, social, esteem, and self-actualization. | b) Physiological, safety, social, esteem, and self-actualization. |
| c) Physiological, safety, social, esteem, and self-actualization | d) Physiological, intrinsic, social, esteem, and self-actualization. |

(ii) Devise the psychological process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment is the definition of

- | | |
|---------------|----------------|
| a) Attitude | b) Thinking |
| c) Perception | d) personality |

(iii) Analyze from the following that is not a part of the hygiene factor of the two-factor theory

- | | |
|---------------------|----------------------------|
| a) Company policy | b) Administration |
| c) Responsibilities | d) Interpersonal Relations |

(iv) Distinguish which is not Maslow's need?

- | | |
|-----------------------|------------|
| a) Esteem | b) Control |
| c) Self-Actualization | d) Social |

(v) In Vroom's Expectancy Theory, Valence reframes

- | | |
|--|--------------------------|
| a) Strength of an individual's preference for a particular outcome | b) Salary |
| c) Supervision | d) Knowledge of Planning |

(vi) Anticipate, which of the following is NOT one of the Big Five traits?

- | | |
|----------------------|---------------------------|
| a) sense of humour | b) openness to experience |
| c) conscientiousness | d) extraversion |

(vii) validate about today's Leadership is increasingly associated with the concept of _____?

- a) Getting others to follow
c) Strategy
- b) Control
d) Command
- (viii) Visualizing the function of Management related to placing the right person at the right job is
- a) Organizing
c) Planning
- b) Staffing
d) Controlling
- (ix) Management recognize as _____
- a) An art
c) Both art and Science
- b) A science
d) Neither
- (x) name the person who is known as 'the Father of Modern Theory of Management'?
- a) Harold Koontz
c) F.W. Taylor
- b) Henry Fayol
d) Max Weber
- (xi) Identify the developer of 'Two Factors theory' of Motivation?
- a) Herzberg
c) A. H. Maslow
- b) Lawless, David. J.
d) Porter, Lyman W. and Hackman
- (xii) Select the form of organization known for giving rise to rumours is called _____.
- a) Centralized organization
c) Decentralized organization
- b) Functional organization
d) Informal organization
- (xiii) identify influence of parents on the personality of their children is:
- a) non-existent
c) strongest in early childhood
- b) weakest in early childhood
d) consistent across the lifespan
- (xiv) Organization structure primarily explain
- a) how activities are coordinated & controlled
c) the location of departments and office space
- b) how resources are allocated
d) the policy statements developed by the firm
- (xv) The main construct of this level of management is to determine the overall organisational objectives and strategies for their realisation.
- a) Operational management
c) First line managers
- b) Middle-level management
d) Top-level management

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Differentiate between Centralization and Decentralization of Authority (3)
3. Discuss Mc Gregor's theory X & Y with Example (3)
4. Explain the determinants of personality (3)
5. Explain Lewin's Change Management Model (3)
6. Express non-behavioural techniques of OD Intervention (3)

OR

Justify the skills required by a manager as he moves up the hierarchy. What methods do you suggest to equip the managers with those skills? (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Describe in brief about the planning process (5)
8. Differentiate between formal organization and informal organization (5)
9. Explain Fayol's 14 principles of management (5)
10. Illustrate Managerial Grid Model of Leadership in detail. (5)
11. Explain the implications of too few and too many levels in organization (5)
12. Drawing upon your personal experience as a student of management, Recommend few examples of a chain of command. (5)

OR

Critically Analyse Hersey Blanchard Theory with diagram

(5)
