



## BRAINWARE UNIVERSITY

### Term End Examination 2022

Programme – BBA-2018/BBA-2019/BBA(HM)-2019/BBA-2020/BBA(HM)-2020/BBA-2021/BBA(HM)-2021/BBA(DM)-2021/BBA-2022/BBA(DM)-2022/BBA(HM)-2022

Course Name – Fundamentals of Management & Organizational Behaviour/Fundamentals of Management and Organizational Behaviour/Fundamentals of Management & Organizational Behavior

Course Code - BBAD010401/BBAC101/BBAHMC101/BBADMC101

( 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) Identify which of the following represents "Principles of specialization" ?
  - a) Division of labour
  - b) Centralization of work
  - c) Decentralization of work
  - d) None of these
- (ii) Span of management represents
  - a) Number of managers
  - b) Length of term for which a manager is appointed
  - c) Number of subordinate under a superior
  - d) Number of members in top management
- (iii) Identify which of the following does not follow the scalar chain.
  - a) Functional structure
  - b) Divisional structure
  - c) Formal organization
  - d) Informal organization
- (iv) Trace the form of organization that is known for "giving rise to rumors".
  - a) Centralized organization
  - b) Functional organization
  - c) Decentralized organization
  - d) Informal organization
- (v) Determine the process of identifying and developing internal people with the potential to fill key business leadership positions in the company.
  - a) Highly talented personnel creatio
  - b) Investing in human resources
  - c) Succession planning
  - d) None of these
- (vi) Choose the process of estimating the quantity and quality of people required to meet future needs of the organization.
  - a) Demand forecasting
  - b) Supply forecasting
  - c) Environmental forecasting
  - d) None of these

- (vii) Choose the correct option: Mr. Sunil's one-day salary was deducted because of his uninformed leave, as he was already warned about this behavior. It is an example of which method of shaping behaviors?
- a) Reinforcement  
c) Punishment
- b) Positive Reinforcement  
d) Negative Reinforcement
- (viii) Decide people with which type of personality trait commonly make poor decisions because they make them too fast?
- a) Type As  
c) Self-monitors
- b) Type Bs  
d) Extroverts
- (ix) Observe the following management principles and pick the odd one out. Justify your answer.
- a) Unity of command  
c) Maximum output
- b) Unity of direction  
d) Equity
- (x) Choose the correct one from the following that is not a nature of management principle.
- a) Rigid  
c) Relative
- b) Universal  
d) Leadership
- (xi) Report the theory performed by Ivan Pavlov
- a) Classical conditioning  
c) Social learning
- b) Operant conditioning  
d) Behavior shaping
- (xii) Conclude that organizational behavior is a field of study backed by a body associated with growing concern for people for workplace:
- a) Theory  
c) Application
- b) Research  
d) All of the above
- (xiii) Analyze the basic assumptions for organizational behavior study
- a) An industrial enterprise is an organization of people  
c) The goals of the employees and the employers must not necessarily coincide
- b) These people must be motivated to work effectively  
d) All of the above
- (xiv) Identify the proposer of 14 principles of management.
- a) Henry Fayol.  
c) Harrington Emerson.
- b) Henry L Gantt.  
d) Winslow Taylor.
- (xv) Name the father of the administrative management theory
- a) Henry Fayol  
c) Harrington Emerson
- b) Henry L Gantt  
d) Winslow Taylor

### Group-B

(Short Answer Type Questions)

3 x 5=15

2. Discover the significance of learning in the context of organizational behavior. (3)
3. Determine the importance of perception in an organization. (3)
4. Express the contribution of Elton Mayo towards Human Relation Approach. (3)
5. Classify planning (3)
6. Write a short note on Cognitive theory of learning. (3)

**OR**

Organizational structure has great influence on employee behavior-justify this. (3)

### Group-C

(Long Answer Type Questions)

5 x 6=30

7. Explain why do conflicts arise between groups and how can they be resolved. (5)
8. Distinguish between eustress and distress giving suitable examples. Discuss the different (5)

sources of psychological stress.

- 9. Recall what is Delegation of Authority? (5)
- 10. Maslow's Need Hierarchy is considered fundamental to understand motivation. Explain the role of need hierarchy in motivation. (5)
- 11. Prepare B.F. Skinners Operant Conditioning theory of learning. (5)
- 12. Summarise the steps taken by management in the planning process. (5)

**OR**

Management is a series of continuous interrelated functions. Assess. (5)

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