

PART - A Answer ONE Question from each UNIT (5 x 12 = 60 Marks)**All Questions Carry Equal Marks****PART - B Compulsory (1 x 10 = 10 Marks)****PART - A**

UNIT-I		Marks	CO	BL
1.a)	Explain the nature, functions and importance of management?	6M	CO1	L2
b)	Discuss the different levels of management and explain the essential skills required for a manager?	6M	CO1	L2
OR				
2.a)	How does the implementation of Management by Objectives (MBO) improve organizational performance, and what are the key challenges faced during its execution?	6M	CO1	L1
b)	What are the different types of plans used in organizational management, and how do they contribute to achieving short-term and long-term objectives?	6M	CO1	L1
UNIT-II		Marks	CO	BL
3.a)	What are the key principles of organizing, and how do they contribute to the effective functioning of an organization?	6M	CO2	L1
b)	How does the span of control affect the efficiency and communication in an organization?	6M	CO2	L1
OR				
4.a)	What are the main causes of conflicts between line and staff employees, and how can these conflicts be resolved to improve teamwork?	6M	CO2	L1
b)	What role does the controlling function play in the management process, and how can organizations effectively use it to ensure that their objectives are achieved?	6M	CO2	L1
UNIT-III		Marks	CO	BL
5.a)	Explain the nature and scope of organizational behaviour?	6M	CO3	L2
b)	How does a person's perception influence the way they understand and react to different situations?	6M	CO3	L1
OR				
6.a)	Why is learning important for personal and professional growth, and how does the learning process help in improving an individual skill?	6M	CO3	L1
b)	How do values, attitudes, and beliefs influence individual behavior and decision-making in an organization?	6M	CO3	L1
UNIT-IV		Marks	CO	BL
7.a)	"Motivation plays a crucial role in enhancing job performance". Explain?	6M	CO4	L2
b)	How do McGregor's Theory X and Theory Y explain different approaches to employee motivation and management?	6M	CO4	L2
OR				

8.a)	What are the key differences between transformational and transactional leadership theories, and how do they impact organizational effectiveness?	6M	CO4	L1
b)	What are the key stages involved in the formation of a group, and how do group dynamics influence the development and performance of the group?	6M	CO4	L1
UNIT-V				
9.a)	What are the main causes of organizational conflicts, and how can they be effectively managed?	6M	CO5	L1
b)	How negotiations and team building helps in resolving conflicts?	6M	CO5	L1
OR				
10.a)	What are the main factors contributing to resistance to change in organizations, and how can they be overcome?	6M	CO5	L1
b)	What are the key steps in creating an ethical organization?	6M	CO5	L1

PART – B

CASE STUDY

		Marks	CO	BL
11	<p>Peter Weaver doesn't like to follow the crowd. He thinks groupthink is a common problem in many organizations. This former director of marketing for a consumer products company believes differences of opinion should be heard and appreciated. As Weaver states, "I have always believed I should speak for what I believe to be true."</p> <p>He demonstrated his belief in being direct and candid throughout his career. On one occasion, he was assigned to market Paul's spaghetti-sauce products. During the brand review, the company president said, "Our spaghetti sauce is losing out to price-cutting competitors. We need to cut our prices!"</p> <p>Peter found the courage to say he disagreed with the president. He then explained the product line needed more variety and a larger advertising budget. Prices should not be cut. The president accepted Weaver's reasoning. Later, his supervisor approached him and said, "I wanted to say that, but I just didn't have the courage to challenge the president."</p> <p>On another occasion, the president sent Weaver and 16 other executives to a weeklong seminar on strategic planning. Weaver soon concluded the consultants were off base and going down the wrong path. Between sessions, most of the other executives indicated they didn't think the consultants were on the right path. The consultants heard about the dissent and dramatically asked participants whether they were in or out. Those who said "Out" had to leave immediately.</p> <p>As the consultants went around the room, every executive who privately grumbled about the session said "In." Weaver was fourth from last. When it was his turn, he said "Out" and left the room.</p> <p>All leaders spend time in reflection and self-examination to identify what they truly believe and value. Their beliefs are tested and fine-tuned over time. True leaders can tell you, without hesitation, what they believe and why. They don't need a teleprompter to remind them of their core beliefs. And, they find the courage to speak up even when they know others will disagree.</p> <ol style="list-style-type: none"> 1. What leadership traits did Weaver exhibit? 2. If you were in Weaver's shoes, what would you have done? 3. Where does courage come from? 4. List your three most important values. 	10M	CO4	L1
