

Course Code: 25MB1C01
BONAM VENKATA CHALAMAYYA INSTITUTE OF TECHNOLOGY & SCIENCE
(AUTONOMOUS)
I – MBA I - Semester Regular Examinations (BR25), Jan - 2026

Management and Organizational Behaviour

Time: 3 hours

Max. Marks: 70

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

	Marks	CO	BL
UNIT-I			
1.a) Describe the evolution of management thought & the current state of this thought?	6M	CO1	BL2
b) Explain the principles and features of Scientific Management as proposed by F.W. Taylor?	6M	CO3	BL2
OR			
2.a) Explain the planning process? What are different steps in the process?	6M	CO1	BL2
b) Describe the areas in which business organizations have social responsibilities with suitable examples?	6M	CO1	BL2
UNIT-II			
3.a) Explain the concept of organizing and discuss the basic principles of organizing in an enterprise?	6M	CO2	BL2
b) Define delegation. Explain the steps involved in the process of delegation?	6M	CO2	BL2
OR			
4.a) Explain the concept of span of control and discuss the factors that determine an appropriate span of control?	6M	CO2	BL2
b) Explain how organizing and controlling are interrelated functions of management with appropriate examples?	6M	CO2	BL2
UNIT-III			
5.a) Analyse the nature and scope of organizational behaviour and examine how it contributes to improving organizational effectiveness.	6M	CO3	BL4
b) "Alignment of individual and organizational goals is critical for organizational success." Discuss with examples?	6M	CO3	BL4
OR			
6.a) Examine the different perspectives of human behaviour in organizations and analyse how each perspective influences managerial decision-making?	6M	CO3	BL4
b) Elaborate on various types of personality & explain the individual differences in employees that influence the human relations & productivity?	6M	CO3	BL4
UNIT-IV			
7.a) Classify the major content theories of motivation and explain how they influence employee behaviour at work.	6M	CO4	BL2
b) Define group dynamics? Explain the factors affecting group dynamics?	6M	CO4	BL2

OR

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| 8.a) Describe the various leadership styles and explain how they affect followers. | 6M | CO4 | BL2 |
| b) Explain how Transactional Analysis helps in understanding human behaviour in organizations. | 6M | CO4 | BL2 |

UNIT-V

- | | Marks | CO | BL |
|--|--------------|-----------|-----------|
| 9.a) How can change management models be applied by managers to guide employees through organizational change? | 6M | CO5 | BL3 |
| b) How can group conflict resolution strategies be applied to enhance collaboration in cross-functional teams? | 6M | CO5 | BL3 |

OR

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| 10.a) Given a team experiencing low trust and frequent disagreements, Demonstrate how a manager can apply conflict resolution methods to rebuild team cohesion? | 6M | CO1 | BL3 |
| b) How can ethical leadership practices be applied to prevent unethical behaviour in organizations? Explain with suitable examples? | 6M | CO4 | BL3 |

PART – B

CASE STUDY

	Marks	CO	BL
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Mr. Anand Sharma is the chief executive of a medium sized chemicals manufacturing company at Mumbai. He is a talented & well experienced employee in the company. Though the company was running in profits, Mr Anand & his colleagues have noticed that the hourly based workers are not working up to their full potential. They noticed that the workers were always on rolls but there was a quality deficiency in their work.

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Anand and his team felt that the workers were more bothered about pay than performance. Very soon the organization started deteriorating economically & the situation demand immediate management attention and prompt remedial measures.

Mr Anand felt the only measure is to motivate the workers through different incentive plans, so that they would contribute their full potential. Immediately, Mr. Anand met the H.R manager Mr. Salil & enquired about the condition. Mr. Salil said that the organization is paying highest wages to its contract based workers but the lapse was lack of recognition to the talent.

	10M	CO4	BL4
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Mr Salil said that most of the workers are non-productive & they are just spending their valuable time on useless things. The management felt that good wages & working conditions are enough to drive the workers. Unfortunately, the most important aspects that were overlooked are hard work & efficiency. The benefits are enjoyed equally by hard working & lazy workers.

Mr Anand, the chief executive & Mr. Salil, the H.R manager started

discussing on the immediate action plans to be executed to solve the issue at the earliest.

Questions:

1. What was the problem in the company? If you were the manager how would you deal with the situation?
2. If you were the H.R. manager, what would be your immediate plan to set right the issue?
3. What are the valuable lessons that can be learnt by organizations through this case?
