

Code No: MB1311/R13

MBA I Semester Supplementary Examinations, Jan/Feb-2018

MANAGEMENT THEORY AND ORGANIZATION BEHAVIOR**Time: 3 Hours****Max. Marks: 60**

*Answer Any FIVE Questions
All Questions Carry Equal Marks
Question No. 8 is Compulsory*

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| 1. a | Explain the features of scientific management in detail. | 6Marks |
| b | Elaborate the various tools and techniques of decision making | 6Marks |
| 2. a | Discuss the advantages and disadvantages of decentralization of authority | 6Marks |
| b | Discuss in detail the process of management control | 6Marks |
| 3. a | Discuss those factors that affect selection and attention in the process of perception. | 6Marks |
| b | Explain the personality traits. Discuss about the big five personality traits | 6Marks |
| 4. a | What is a group? Explain the various stages of group formation and development. | 6Marks |
| b | What are the various challenges to leadership in cross – cultural environment?
Elaborate | 6Marks |
| 5. a | What are the various factors influencing the culture of an organization? Explain. | 6Marks |
| b | Discuss the various approaches to organizational culture/ | 6Marks |
| 6. a | “Planning will not fetch effective results without proper controlling”. Comment | 6Marks |
| b | Write in detail about the various principles of organizing | 6Marks |
| 7. a | Define organizational behavior. Explain the linkages of organizational behavior with other social sciences. | 6Marks |
| b | What are the steps involved in measuring organizational culture? Explain. | 6Marks |

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8. Two companies X and Y producing 40 count cotton yarn with similar levels of investment, size, and labor force have been competing with each other. All their costs, such as raw materials, power, wages, administrative, sales, interest, and depreciation expenses, have been the same. Company X has been earning around 1.2 times of the net profit level when compared to the net profit earned by company Y.

The management of company Y appointed a taskforce to find out the reasons for the same. On detailed analysis carried over by the task force, it was found that the motivation level of employees of company X was relatively far higher than that of company Y. It was mainly on account of certain facilities provided to company X such as environment on the shop floor in terms of space for movement, lighting arrangements, canteen facilities, pickup and drop facility from home to company and back and a free membership of a local club. It was also found that emphasis of company X had free access to top management and every month employees achievements used to be recognized by giving them token prizes; handed over to them by the top management in person in a function organized by the company

Questions:

- i) Elaborate the benefits provided by company X as per the Herzberg's Two factor theory.
- ii) Discuss the impact of the provisions provided by company X on the performance of employees and more returns for company X.
