

R.N.G.PATEL INSTITUTE OF TECHNOLOGY-RNGPIT
(An Autonomous College U/s UGC Act 1956)

(Program Name) SEMESTER-I, SEMESTER END EXAMINATION - WINTER 2024

Subject Code: 1MB1103

Date: 20-01-2025

Subject Name: PRINCIPLES OF MANAGEMENT & ORGANIZATION BEHAVIOUR

Time: 09:00 AM to 12:00 PM

Total Marks: 70

Instructions

1. It is **compulsory** for students to write **Enrolment No. /Seat No.** on the question paper.
2. Write answers of **Section A** and **Section B** in **separate answer books**.
3. Attempt all questions from both **Section A** and **Section B**.
4. Each section carries **35 marks**, with a total of **70 marks** for the examination.
5. The figures to the right of each question indicate full marks, make suitable assumptions with justification.
6. BL - Bloom's Taxonomy Levels (R-Remember, U-Understanding, A –Application, N –Analyze, E – Evaluate, C -Create), CO - Course Outcomes.

SECTION A

	Marks	BL	CO
Q.1 Multiple-Choice Questions	[05]		
(a) Which of the following best defines Organizational Behaviour (OB)?	1	R	3
(i) Study of political systems in organizations (ii) Analysis of market trends in management (iii) Evaluation of financial performance in organizations (iv) Study of human behaviour in organizational settings			
(b) Which OB model emphasizes rewards and punishment as key motivators for employees?	1	U	3
(i) Autocratic model (ii) Custodial model (iii) Supportive model (iv) Collegial model			
(c) Which motivational theory focuses on the hierarchy of human needs?	1	U	4
(i) Equity Theory (ii) Maslow's Hierarchy of Needs (iii) Expectancy Theory (iv) Herzberg's Two-Factor Theory			
(d) Which stage in group formation involves resolving conflicts and developing norms?	1	A	4
(i) Forming (ii) Storming (iii) Norming (iv) Performing			

- (e) What is the primary difference between a group and a team? 1 A 4
- (i) Teams lack a clear purpose, while (ii) Groups work collaboratively, while groups have specific goals teams work independently
- (iii) Teams have shared (iv) Groups require more coordination accountability, while groups than teams may not

Q.2 Attempt Any Two **[10]**

- (a) Explain the scope of Organizational Behaviour and its importance in management. 5 U 3
- (b) What are the emerging issues in Organizational Behaviour, and how do they impact organizations? 5 R 3
- (c) Define perception and explain how it impacts individual behaviour in organizations 5 U 4

Q.3 Attempt Any Two **[10]**

- (a) Compare and contrast transactional and transformational leadership theories. 5 A 4
- (b) Describe the concept of stress in the workplace and strategies for managing it. 5 R 4
- (c) Describe the key characteristics of the supportive model and its relevance in modern organizations 5 A 3

Q.4 Attempt Any Two **[10]**

- (a) Discuss the stages of group formation according to Tuckman's model. 5 R 4
- (b) Explain the different types of conflicts and their management strategies in organizations 5 U 4
- (c) Compare and contrast the autocratic and custodial models of Organizational Behaviour. 5 U 3

SECTION B

	Marks	BL	CO
Q.5 Multiple-Choice Questions	[05]		
(a) F.W. Taylor is known as _____.	1	R	4
(i) The father of shop floor management (ii) The father of scientific management			
(iii) The father of General management (iv) All of these			
(b) Which of the following is the main objective of the Unity in Direction principle?	1	R	4
(i) Coordination (ii) Unity in Action			
(iii) Both (i) & (ii) (iv) Neither (i) Or (ii)			
(c) Which one is not a recognized key skill of management?	1	A	4
(i) Conceptual skills (ii) Human			
(iii) Writing (iv) Technical			
(d) Which of the following would be included in the "controlling function"?	1	A	4
(i) Explaining routines (ii) Giving assignments.			
(iii) Setting standards (iv) Measuring Results against allocated target			
(e) The organization which has no interaction with its external environment is called:	1	A	4
(i) Closed System (ii) Open system			
(iii) Moderated System (iv) Non-interactive system			
Q.6 Attempt Any Two	[10]		
(a) Explain in brief Mintzberg's Role of Manager	5	U	4
(b) Elaborate Management Functions with example	5	U	4
(c) Explain in detail Skills of Managers	5	U	4
Q.7 Attempt Any Two	[10]		
(a) Compare Delegation Vs. Decentralization	5	U	4
(b) Decision Making by Manager	5	U	4

(c) Explain in brief Scientific Management School of Management Thoughts 5 U 4

Q.8 Attempt Any Two [10]

(a) Explain in brief Administrative School of Management Thoughts 5 U 4

(b) Explain in brief Human Relation School of Management Thought 5 U 4

(c) Explain in brief Hawthorne Experiments. 5 U 4
