

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

**MBA SEMESTER-I, SEMESTER END EXAMINATION – SUMMER 2025**

**Subject Code: 1MB1103****Date: 15-05-2025**

**Subject Name: PRINCIPLES OF MANAGEMENT AND  
ORGANIZATION BEHAVIOUR**

**Time: 11:00 AM to 02:00 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**

	<b>Marks</b>	<b>BL</b>	<b>CO</b>
<b>Q.1 Multiple-Choice Questions</b>	<b>[05]</b>		
(a) Which of the following is NOT a contributing discipline to Organizational Behavior?	<b>1</b>	<b>U</b>	<b>3</b>
(i) Psychology			
(ii) Anthropology			
(iii) Astrophysics			
(iv) Sociology Answer			
(b) The process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment is known as	<b>1</b>	<b>U</b>	<b>3</b>
(i) Attitude			
(ii) Attitude			
(iii) Personality			
(iv) Learning			
(c) Which leadership theory focuses on the exchange relationship between leaders and followers?	<b>1</b>	<b>R</b>	<b>3</b>
(i) Trait theory			
(ii) Transactional leadership			
(iii) Transformational leadership			
(iv) Situational leadership			
(d) According to Tuckman's stages of group development, the stage where group members begin to work together effectively with established norms is called	<b>1</b>	<b>A</b>	<b>4</b>

(i) Forming

(ii) Storming

(iii) Norming

(iv) Performing

(e) Which of the following models of OB emphasizes that organizations must adapt to environmental changes to remain competitive? **1 U 4**

(i) Autocratic model

(ii) Custodial model

(iii) Supportive model

(iv) Systems model

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

(a) Define Organizational Behavior and explain its scope in management. How does OB contribute to effective managerial practices? **5 R 3**

(b) Discuss the contributions of Psychology, Sociology, and Anthropology to the field of Organizational Behavior with relevant examples **5 A 3**

(c) Explain the concept of personality and discuss how personality traits influence workplace behavior and performance **5 U 4**

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

(a) Compare and contrast Maslow's Hierarchy of Needs and Herzberg's Two-Factor Theory of motivation. How can managers apply these theories to enhance employee motivation? **5 A 4**

(b) Describe the process of Transactional Analysis and its application in improving interpersonal relationships in organizational settings **5 R 4**

(c) Elaborate on the emerging issues in Organizational Behavior in the context of changing workplace dynamics and technological advancements. **5 A 3**

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

(a) Explain the systems approach to Organizational Behavior. **5 R 3**

(b) Discuss the causes and consequences of workplace stress. What strategies can organizations implement to help employees manage stress effectively? **5 A 4**

(c) How has globalization influenced the study and application of Organizational Behavior? Discuss with examples **5 U 3**

## SECTION B

**Marks BL CO**

### **Q.5 Multiple-Choice Questions**

**[05]**

- |  |          |          |          |
|--|----------|----------|----------|
| <p><b>(a)</b> Who is known as the "Father of Scientific Management"?</p> <p style="margin-left: 40px;"> <b>(i)</b> Henry Fayol                      <b>(ii)</b> Elton Mayo<br/> <b>(iii)</b> F.W. Taylor                      <b>(iv)</b> Max Weber         </p>   | <b>1</b> | <b>R</b> | <b>1</b> |
| <p><b>(b)</b> According to Mintzberg, which of the following is an informational role of a manager?</p> <p style="margin-left: 40px;"> <b>(i)</b> Leader                      <b>(ii)</b> Liaison<br/> <b>(iii)</b> Monitor                      <b>(iv)</b> Resource Allocator         </p>   | <b>1</b> | <b>U</b> | <b>1</b> |
| <p><b>(c)</b> Delegation of authority is essential because it:</p> <p style="margin-left: 40px;"> <b>(i)</b> Promotes autocracy                      <b>(ii)</b> Enhances centralized control<br/> <b>(iii)</b> Increases managerial efficiency                      <b>(iv)</b> Encourages disorganization         </p>   | <b>1</b> | <b>A</b> | <b>3</b> |
| <p><b>(d)</b> Which management school emphasized improving productivity through work standardization and scientific study?</p> <p style="margin-left: 40px;"> <b>(i)</b> Administrative School                      <b>(ii)</b> Human Relations School<br/> <b>(iii)</b> Scientific Management School                      <b>(iv)</b> Contingency School         </p> | <b>1</b> | <b>R</b> | <b>1</b> |
| <p><b>(e)</b> Hawthorne experiments highlighted the importance of:</p> <p style="margin-left: 40px;"> <b>(i)</b> Monetary incentives                      <b>(ii)</b> Formal structure<br/> <b>(iii)</b> Human and social factors                      <b>(iv)</b> Job rotation         </p>   | <b>1</b> | <b>U</b> | <b>2</b> |

### **Q.6 Attempt Any Two**

**[10]**

- |  |          |          |          |
|--|----------|----------|----------|
| <p><b>(a)</b> Define management. Explain the major functions of management.</p>                                | <b>5</b> | <b>R</b> | <b>1</b> |
| <p><b>(b)</b> Describe the contributions of the scientific management school to modern business practices.</p> | <b>5</b> | <b>U</b> | <b>1</b> |
| <p><b>(c)</b> Analyze the key steps involved in effective managerial decision-making.</p>                      | <b>5</b> | <b>N</b> | <b>4</b> |

### **Q.7 Attempt Any Two**

**[10]**

- |  |   |   |   |
|--|---|---|---|
| (a) Describe Henry Fayol's 14 principles of management with suitable examples.                     | 5 | U | 2 |
| (b) Evaluate the relevance of the contingency school of management in today's dynamic environment. | 5 | E | 4 |
| (c) Compare Delegation Vs. Decentralization  | 5 | U | 4 |

**Q.8 Attempt Any Two [10]**

- |  |   |   |   |
|--|---|---|---|
| (a) Explain the findings and implications of the Hawthorne experiments.                                  | 5 | U | 3 |
| (b) Compare the human relations school with the scientific management school.                            | 5 | N | 2 |
| (c) Explain the principles of the administrative school of thought and how they guide managerial action. | 5 | U | 1 |

\*\*\*\*\*