

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

MBA SEMESTER-I, SEMESTER END EXAMINATION – WINTER 2025

SUBJECT CODE: 2MB1103

DATE: 07-01-2026

**SUBJECT NAME: PRINCIPLES OF MANAGEMENT &
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

Marks BL CO

Q.1 Multiple-Choice Questions

[05]

- | | |
|---|---|
| (a) Which of the following is a function of management? | 1 R 1 |
| (i) Planning | (ii) Controlling |
| (iii) Organizing | (iv) All of the above |
| (b) Which of the following is a key component of organizational behavior? | 1 R 2 |
| (i) Personality | (ii) Marketing |
| (iii) Economics | (iv) Finance |
| (c) Which of the following is NOT part of Group Dynamics? | 1 U 2 |
| (i) Group formation | (ii) Individual behavior |
| (iii) Conflict resolution | (iv) Team formation |
| (d) Which theory is associated with Maslow's hierarchy of needs? | 1 U 2 |
| (i) McGregor's Theory X and Theory Y | (ii) Theory of Social Learning |
| (iii) Herzberg's Two-Factor Theory | (iv) The need for self-actualization |
| (e) Which of the following is NOT a managerial role as defined by Mintzberg? | 1 R 1 |
| (i) Interpersonal | (ii) Informational |

Q.2 Attempt Any Two	[10]
(a) Explain the functions of management as proposed by Henri Fayol.	5 R 1
(b) What is the significance of delegation and decentralization in the management of organizations?	5 U 1
(c) A startup company is expanding rapidly and facing challenges in decision-making processes. The management team struggles with balancing centralized control and decentralizing authority for quicker decisions. How should the company approach decision-making to support growth while maintaining efficiency?	5 A 1
Q.3 Attempt Any Two	[10]
(a) Discuss Maslow's hierarchy of needs and how it applies to employee motivation in organizations.	5 R 2
(b) Explain Herzberg's Two-Factor Theory of motivation	5 U 2
(c) In an advertising firm, a creative team is struggling with group dynamics. The team is often disorganized and fails to meet deadlines. Discuss how understanding group dynamics can help improve the team's performance and productivity.	5 A 2
Q.4 Attempt Any Two	[10]
(a) Explain the concept of organizational structure in detail.	5 R 1
(b) Explain decision making process in detail.	5 U 1
(c) Elaborate the concept of perception with example.	5 A 2

SECTION B

Marks BL CO

Q.5 Multiple-Choice Questions

[05]

- (a) Which of the following best describes the nature of the study of organizational behaviour? 1 A 3
- (i) An Art (ii) A Science
(iii) An Art as well as Science (iv) None of the above
- (b) Which of the following factors affect organizational behaviour? 1 A 3
- (i) Technology (ii) People
(iii) Environment (iv) All of the above
- (c) Which of the following is NOT a stage of group formation? 1 N 4
- (i) Performing (ii) Norming
(iii) Reforming (iv) Storming
- (d) The component of attitude that involves a person's action or behaviour towards someone or something is the: 1 N 4
- (i) Affective component (ii) Behavioral component
(iii) Cognitive component (iv) Emotional component
- (e) Which of the following is a key factor affecting a perceiver's perception? 1 N 4
- (i) The perceived (ii) The situation
(iii) The perceiver's attitudes (iv) All of the above

Q.6 Attempt Any Two

[10]

- (a) Explain the contributing disciplines to the study of organization behaviour. 5 U 3
- (b) Discuss the importance of organization behaviour. 5 U 3
- (c) In today's dynamic changing work environment, understanding human behaviour has become very important. What are the challenges that managers have in applying OB concepts? 5 U 3

Q.7 Attempt Any Two

[10]

- (a) What is Personality? Briefly describe any five personality traits. 5 N 4
- (b) Define term Motivation and explain Maslow's Hierarchy of Need Theory. 5 N 4

(c) Discuss the process of perception in detail. 5 A 4

Q.8 Attempt Any Two [10]

(a) Define the term Leadership and explain Transactional Vs Transformational Theories of leadership. 5 A 4

(b) What are the different types of conflict that impact organizational performance? Suggest some measures that managers must adopt to solve different types of conflicts. 5 N 4

(c) Explain types of groups and discuss the five stages of group development. 5 U 4
