



P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belgaum)

First Semester, Master of Business Administration (M.B.A)

Semester End Examination; Jan - 2017

Management Fundamentals and Organizational Behavior

Time: 3 hrs

Max. Marks: 100

*Note: Answer all **FOUR** full questions from **PART - A** and **PART - B** (Case Study) is compulsory.*

PART-A

- 1 a. Explain the principles of F.W. Taylor in relation to scientific management. 10
 b. Explain the skills to be possessed by a manager to be successful. 10

OR

- 2 a. Write a note on different types of planning. State the limitations of Planning process. 10
 b. Briefly explain SWOT analysis. Write the SWOT analysis of any organization which you are familiar. 10
- 3 a. Attribute reasons for line and staff conflict suggest measures to solve the conflict. 10
 b. What do you understand by span of control? What are the factors affecting span. 10

OR

- 4 a. Explain MBO approach. State its advantages. 10
 b. Explain various techniques of control. 10
- 5 a. Explain the scope of OB. 10
 b. How attitudes are formed? 10

OR

- 6 a. OB is an inter disciplinary approach. Explain. 10
 b. Explain the reasons and stages formation of group. 10
- 7 a. Explain the determinants of personality. 10
 b. Explain the major job related attitudes. 10

OR

8. Write a short notes on : 20
- a) Types of leadership
 b) Any theory of motivation
 c) Attitudinal change
 d) Organizational Power and Politics

PART - B**9. Case Study: Compulsory**

Pradeep is a young dynamic MBA graduate who has put in 6 years of experience in USA. He returns to India and takes up the job of a manager. As soon as he assumes the post of manager, he feels that he should change the present working hours from 9 to 5 pm instead of 9:30 to 5:30. He strongly feels that US organizations are successful because they work from 9 to 4 pm. He does not consult any one and he takes a decision on his own and sends a circular regarding change of timing. Many employees find it uncomfortable to adjust with the new timings all of a sudden. Pradeep notices that employees are unhappy. In order to gain their confidence he decides to introduce the concept of monthly get together with family members of employees and homemade food. He even welcomes suggestions from employees. Nobody gives any suggestions. Two days before the date of get together he hears employees conversing that they will bring Pani Pooori from outside. He is perplexed.

Questions :

1. Comment on the leadership style of Pradeep. 5
2. Attribute reasons for the behaviour of employees. 5
3. How far Pradeep can gain the confidence of employees? 5
4. Suggest a title for the case and justify it. 5

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