MBHC-1.1

Sl. No.

I Semester M.B.A. Degree Examination, October/November - 2025

MANAGEMENT

Management and Organizational Behaviour

(CBCS Scheme)

Time : 3 Hours **Maximum Marks : 80**

SECTION - A

Answer any Five questions. Each question carries Five marks. **(5×5=25)**

1. What is management? What are its functions?

2. Briefly explain the scope of organizational behavior.

3. Differentiate between formal and informal groups.

4. What is the significance of communication in an organization?

5. Mention the various types of planning. Explain any one.

6. Explain Type-A and Type-B personality.

7. What is learning? Briefly explain.

SECTION - B

Answer any Four questions. Each question carries Ten marks. **(4×10=40)**

8. Discuss the Henry Fayol 14 principles of management.

9. What is planning? Explain the steps involved in planning process.

10. Define perception. Discuss the various factors influencing perception.

11. Explain the stages of group development.

12. Discuss the various reasons for the causes of organizational conflict.

13. Describe the various styles of leadership.

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SECTION - C

14. Case (Compulsory). **(1×15=15)**

Soon after Mr. Matsushita of Matsushita Electric, Japan started his own business, when the company was still an individually owned and managed, small company with only about 10 employees, he separated the company accounts from the family accounts. He gave full details of the balance sheet to the employees every month to keep them apprised of monthly sales and profits.

Since at the time his company was under private management with no stockholders to answer to, he was not required to open his books to the public. Yet, he spontaneously decided to make the figures known to all his employees. When they heard the report about the amount of profit at the end of the month, they thought to themselves. " That's good. I' ll work even harder next month to better the record". The employee finds pleasure, self-satisfaction and purpose in working for his company and enthusiasm which prompts him to work harder.

A system of open management does not give the manager any opportunity to do something dishonest with impunity, for he cannot hide his deeds. Confidence between him and his employees will be lost and unless restored, the company will eventually be brought to ruin. The reason Matsushita Electric has made such remarkable progress and that Konosuke Matsushita was so highly respected by all his employees today is that he had been hard on himself and most careful to avoid even the faintest hint of managerial misconduct.

Such a dedicated and morally upright attitude on the part of a manager sends a persuasive message to his employees. They too must be careful to act properly at all times.

Mr. Matsushita himself pointed out 20 years ago that having a good staff was one of the factors of Matsushita Electric's success.

I think that we can say that through his practice of open management, he motivated his employees to do better day after day. It was not simply a matter of the company hiring a good staff to begin with; it was his practice of open management which motivated the employees and reduced labour turnover, getting success to the organization.

Questions:

a) Explain the reasons for the success of simple structure compared to a matrix structure.

b) Why do the employees behave differently in different structures?
