

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA (PART TIME) – SEMESTER - I – EXAMINATION – WINTER 2021

Subject Code: 5519902**Date: 22/03/2022****Subject Name: Management Concept & Organizational Behaviour****Time: 10:30 AM TO 01:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

Q. No.	Question Text and Description	Marks
Q.1	Define the terms based on concepts of theory/practical <ol style="list-style-type: none"> 1. Organisational Behaviour 2. Management as an art or science 3. Difference between management and administration 4. Planning 5. Line and staff authority 6. Financial and non-financial control 7. Groups & Teams 	14
Q.2	(a) Distinguish between Maslow's Need Hierarchy theory and Herzberg's two factor theory.	07
	(b) Define Organizational Behaviour. Outline the challenges and opportunities for OB practitioners in today's culturally diverse organizations.	07
OR		
Q.2	(b) Define Personality. Outline the factors influencing personality of an individual. Critically discuss the various theories of personality?	07
Q.3	(a) Critically examine various styles of leadership with suitable illustrations.	07
	(b) How are attitudes formed? Explain..	07
OR		
Q.3	(a) What is communication? Explain the barriers of communication in an organization.	07
	(b) Write a note on MBO.	07
Q.4	(a) Discuss the nature and significance of organizational climate. Describe the relationship between organizational culture and organizational climate.	07
	(b) What is Conflict? What are its causes and how it can be managed effectively? Explain.	07
OR		
Q.4	(a) Write a note on power and politics in organisations.	07
	(b) Elaborate the contributions put forth by F.W. Taylor & Henry Fayol towards the evolution of management thoughts.	07

Q. 5

Case Study-

Mr. Sudhakar Soman is a leading Builder in Pune. During the last decade, he has become popular in and around Pune as a prominent builder. The size of his organisation is increased tremendously. Mr. Soman has appointed his several relatives and friends on key positions. At the beginning of the organisation, very meritorious employees have been appointed who are now senior in status. Of late, the relatives and friends of Mr. Soman have been behaving very rudely and arrogantly. The result is seen in resigning by the senior employees. Some of them joined the rival group of the builder. When the owner Mr. Soman has realized the reason of exodus, he has made up his mind to restore normalcy, stopping chaotic condition.

- (a) Advise Mr. Soman considering principles of management, for restoring homogeneity. **07**
- (b) In your opinion, hiring relatives in our business is the right decision? Can it affect organizational culture? **07**

OR

- (a) How Mr. Soman can rectify the mistakes done by his relatives. Suggest any three effective ways. **07**
- (b) Is this case related to organizational conflict or culture? Discuss your relevant reasons by stating the effect on organizational productivity. **07**
