

[This question paper contains XX printed pages.]

Your Roll No:

Sr. No. of Question paper: XXXX

Unique Paper Code: 61011103

Name of the Paper : Fundamentals of Management and Organizational Behaviour

Name of the Course: Bachelor of Management Studies (BMS)

(CBCS- LOCF)

Semester: 1

Duration: 3 Hours

Maximum Marks: 75

Instructions for candidates:

This paper contains 6 questions. Attempt ANY FOUR questions.

All questions carry equal marks.

Q 1 What behavioral predictions will you make for a person who has:

a) High emotional intelligence

b) An external locus of control

c) Type A Personality

Explain with the help of examples

Q 2 Abha is the HR Manager for Sigma Systems. She is planning to implement a training programme to educate the employees regarding organizational conflict and how it can be detrimental to positive organizational health. What aspects of conflicts should she incorporate in the training programme? How can conflict be effectively managed within an organization. Can she use concepts from Transactional Analysis to help the employees understand and resolve interpersonal conflict.?

Q 3 Awesome products Inc. is a manufacturer of gloves, laundry products and cleaning chemicals. It sells gloves, laundry products and cleaning chemicals to medical laboratories, hardware and other retail stores, hotel chains and cleaning services. The management at Awesome Products which has been organized on functional lines wishes to reorganize its operations to better satisfy the needs of each of its growing target markets. What kind of departmentalization will you suggest for the organization. Explain the structure with a diagram. State the merits and demerits of the structure suggested.

Q 4 Explain the process of MBO. How can MBO be an effective method for appraisal of performance, motivation, planning and controlling? What kind of behavioural approach is essential for effective MBO?

Q 5 What is the perceptual process? Give an example of how selectivity can create perceptual distortion. How does selective perception create resistance to change in organizations. How can this resistance to change be overcome?

Q 6 Write short notes on (attempt any three)

1. Equity theory of Motivation

2. Decision-making process

3 Blake and Mouton's Managerial Grid

4. Types of Control

