SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY: PUTTUR (AUTONOMOUS)
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QUESTION BANK

Subject with Code: MANAGEMENT & ORGANIATIONAL BEHAVIOUR (25MB9001)
Course & Branch: MBA

Year &Sem: I-MBA & I-Sem   **Regulation:** R25

UNIT –I

ROLE OF MANAGEMENT

1		Define Management and explain its significance in modern organizations.	[L1] [CO1]	[10M]
2		Discuss the various functions of management with examples.	[L2] [CO2]	[10M]
3		Explain the principles of management proposed by Henry Fayol.	[L2] [CO2]	[10M]
4		Illustrate the importance of contingency approach in modern management.	[L3] [CO3]	[10M]
5		Analyze how different functions of management are interrelated.	[L4] [CO2]	[10M]
6		Compare and contrast the Systems and Scientific approaches of management.	[L4] [CO3]	[10M]
7	a)	Describe any two types of management patterns.	[L1] [CO2]	[5M]
	b)	Explain how modern organizations blend various management patterns.	[L3] [CO3]	[5M]
8	a)	Compare Scientific and Behavioural patterns of management.	[L4] [CO3]	[5M]
	b)	Evaluate Systems and Contingency approaches in management.	[L5] [CO3]	[5M]
9		Explain the contribution of F.W. Taylor to management thought.	[L2] [CO1]	[10M]
10		Design a management structure using the principles of Systems Theory.	[L6] [CO5]	[10M]

UNIT - II
DECISION MAKING & CONTROLLING

1		Define decision making. Explain the steps involved in the decision-making process.	[L1] [CO1]	[10M]
2		Describe techniques of decision-making with suitable examples.	[L2] [CO2]	[10M]
3		Discuss the process of planning and its importance in organizations.	[L2] [CO2]	[10M]
4		Evaluate the effectiveness of various controlling techniques.	[L5] [CO4]	[10M]
5		Illustrate with examples how decision-making and controlling are interrelated.	[L3] [CO4]	[10M]
6		Analyze how MIS (Management Information System) supports decision making.	[L4] [CO4]	[10M]
7	a)	Identify the common problems faced in planning.	[L1] [CO3]	[5M]
	b)	Suggest ways to make planning more effective.	[L3] [CO3]	[5M]
8	a)	Explain controlling as a function of management.	[L2] [CO2]	[5M]
	b)	Discuss the steps involved in the controlling process.	[L2] [CO3]	[5M]
9		Formulate a decision-making framework for a fast-growing company.	[L6] [CO5]	[10M]
10		Compare and contrast feedforward and feedback control systems.	[L4] [CO3]	[10M]

UNIT-III

INDIVIDUAL BEHAVIOUR & MOTIVATION

1		Define perception and explain how it affects individual behaviour.	[L1] [CO1]	[10M]
2		Describe different personality types and their managerial relevance.	[L2] [CO2]	[10M]
3		Explain Johari Window and its use in self-awareness.	[L2] [CO3]	[10M]
4		Identify key factors influencing individual behaviour at work.	[L1] [CO1]	[10M]
5		Illustrate the importance of Transactional Analysis in improving interpersonal communication.	[L3] [CO3]	[10M]
6		Design a motivational program using Herzberg's theory.	[L6] [CO5]	[10M]
7	a)	Compare Maslow's and Herzberg's motivational theories.	[L4] [CO4]	[5M]
	b)	Discuss McClelland's need theory with suitable examples.	[L2] [CO4]	[5M]
8	a)	Explain how perception differs from reality in workplace behaviour.	[L2] [CO3]	[5M]
	b)	Suggest ways to minimize perceptual errors in management.	[L3] [CO3]	[5M]
9		Discuss the relationship between personality and job performance.	[L4] [CO2]	[10M]
10		Construct a motivational strategy for a high-stress IT company.	[L6] [CO5]	[10M]

UNIT-IV

GROUP BEHAVIOUR & LEADERSHIP

1		Define group behavior and explain its benefits in organizations.	[L1][CO3]	[10M]
2		List and describe the different types of groups in an organization with examples.	[L2][CO3]	[10M]
3		Explain the stages of group formation and development.	[L2][CO4]	[10M]
4		Compare formal and informal groups with suitable examples.	[L3][CO4]	[10M]
5		Discuss the impact of group behavior on organizational effectiveness.	[L4][CO5]	[10M]
6		Differentiate between Transactional and Transformational leadership styles with examples.	[L4][CO5]	[10M]
7	a)	Explain the major assumptions of Trait Theory of Leadership.	[L2][CO6]	[5M]
	b)	Evaluate the relevance of Trait Theory in the modern workplace.	[L5][CO4]	[5M]
8	a)	What is the Managerial Grid? Illustrate with a neat diagram.	[L2][CO4]	[5M]
	b)	Assess the strengths and limitations of the Managerial Grid in leadership development.	[L5][CO3]	[5M]
9		Critically examine the qualities of a good leader with examples from Indian corporate leaders.	[L5][CO4]	[10M]
10		Evaluate the role of leadership in shaping organizational culture and climate.	[L5][CO5]	[10M]

UNIT-V

ORGANISATIONAL BEHAVIOUR, CULTURE & CHANGE

1		Define Organizing and explain its process in detail.	[L1][CO1]	[10M]
2		List and describe different types of departmentation with suitable examples.	[L2][CO2]	[10M]
3		Explain the steps to make organizing more effective in a business enterprise.	[L2][CO2]	[10M]
4		Compare organisational culture and organisational climate with examples.	[L3][CO3]	[10M]
5		Discuss the types of organisational culture commonly seen in Indian industries.	[L2][CO1]	[10M]
6		Differentiate between functional and product departmentation with suitable cases.	[L4][CO2]	[10M]
7	a)	What are the causes of conflict in organizations?	[L2][CO3]	[5M]
	b)	Evaluate different strategies for effective conflict management.	[L5][CO2]	[5M]
8	a)	Define Change Management. Explain the forces driving organizational change.	[L1][CO1]	[5M]
	b)	Propose methods to overcome resistance to change in organizations.	[L6][CO3]	[5M]
9		Critically examine the importance of aligning organizational structure with culture.	[L5][CO2]	[10M]
10		Evaluate the effectiveness of various conflict resolution techniques in workplace situations.	[L5][CO3]	[10M]

CASE STUDY

CASE STUDY 1   10M

A manufacturing company recently appointed a new manager to improve productivity. However, employees are confused due to overlapping responsibilities, unclear reporting structures, and frequent changes in work procedures. The board asks the manager to apply management principles effectively.

Questions:
1. Identify the key managerial issues in this situation.
2. How can management principles such as division of work and unity of command resolve the problems?
3. Evaluate whether the manager should adopt a Scientific, Behavioural, or Contingency approach.

CASE STUDY 2   10M

An FMCG company faces declining sales despite heavy investments in marketing. Managers realize that their decision-making is based on intuition rather than systematic analysis. Further, the company lacks proper performance monitoring systems, leading to cost overruns.

Questions:
1. Analyze the problems in the company's current decision-making process.
2. Suggest planning and controlling techniques to improve performance.
3. Evaluate whether data-driven decision-making is always superior to intuition.

CASE STUDY 3   10M

A software firm notices high employee turnover. Exit interviews reveal dissatisfaction with recognition, lack of career growth, and low morale. The HR head decides to redesign the reward system and employee development programs to improve motivation

Questions:
1. Identify the factors affecting individual behavior and motivation in this case.
2. Apply Maslow's and Herzberg's theories to explain employee dissatisfaction.
3. Evaluate whether monetary incentives alone can improve retention and motivation.

CASE STUDY 4   **10M**

A project team in a construction company is constantly in conflict. Some members prefer transactional leadership, focusing on tasks, while others demand a transformational leader who inspires and motivates. The project is delayed, and client satisfaction is at risk.

Questions:

1. Identify the group behavior challenges in this case.
2. Discuss how leadership style influences group performance and organizational climate.
3. Recommend whether a transactional or transformational leader would be more effective here.

CASE STUDY 5   **10M**

A traditional retail company decides to adopt e-commerce to survive in a competitive market. However, employees resist the change, citing fear of job loss and discomfort with new technology. The CEO realizes that the organizational culture must shift towards innovation and adaptability.

Questions:

1. What cultural barriers are preventing successful change management?
2. Suggest strategies to overcome employee resistance to change.
3. Design a roadmap for building an innovative organizational culture.

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