

2022

1st Semester Examination

MBA

Paper : MBA 101

(Management Principles and
Organizational Behaviour)

Full Marks : 80

Time : Three Hours

*The figures in the margin indicate full marks.
Candidates are required to give their answers
in their own words as far as practicable.*

Answer any *eight* questions : 5×8=40

1. Explain three managerial roles as identified by Henry Mintzberg.
2. What do you mean by Authority, Responsibility, and Accountability?
3. Outline the major findings of the Hawthorne experiments.
4. Why is staffing function important for the organization?
5. What is delegation of authority and what are the reasons for such delegation?
6. Define control. Why is it necessary? 1+4
7. Explain the concept of 'Organizational Behaviour.'

P.T.O.

8. Discuss the managerial implications of learning theories.
9. State the characteristics of 'Theory Y' people.
10. 'Perception is different from sensation'. — Explain the statement.
11. Write a note on 'Democratic style of leadership'.
12. Explain the term 'Transformational leadership'.

Answer any *four* questions : 10×4=40

13. What do you mean by management ? "Management is the dynamic, life-giving element in every organization" — Critically examine the statement. 2+8
14. What is planning? 'Planning is deciding in advance what is to be done in future' — Discuss the statement Briefly. 2+8
15. Discuss 'Managerial Grid' theory of leadership.
16. Briefly discuss Herzberg's two factor theory of motivation.
17. Describe various models of organizational behavior.
18. Read the case and answer the following questions.

Rabi has opened a jewellery showroom in Kolkata after completing a course in jewellery designing. He has employed eleven persons in his showroom. For greater productivity, he divides the work into small tasks and each employee is trained to perform his/her specialized job. The sales persons are allowed to closed a deal with

a buyer by giving a maximum of 10% discount, where the decision to give any further discount rests with Raju as the final authority. In the earlier days of starting the business, five of his employees were asked to put in extra work hours. In return, he had promised to give them a special incentive within a year. Therefore, after six months, when the business was doing well, he awarded a cash bonus to each of these employees to honour his commitment. However, when it comes to settling conflicts among his employees, he tends to be more biased toward his female employees. In the context of the above case :

- (a) Explain the various principles of management that are being applied by Rabi by quoting lines from the paragraph.
 - (b) Identify the principle of management which is being violated by Rabi by quoting lines from the above paragraph.
 - (c) State the effects of the violation of the principle of management by Rabi as identified in part (b) of the question. 4+3+3
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