

# AR19

Code: 19MBA1001

SET-2

ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI  
(AUTONOMOUS)

I MBA I Semester Regular/Supplementary Examinations, May, 2022  
MANAGEMENT THEORY AND ORGANIZATIONAL BEHAVIOUR

Time: 3 Hrs

Max. Marks: 60

Answer any Five questions  
All questions carry EQUAL marks  
Question No. 8 is Compulsory

1. a) Outline the conclusions from the work of F W Taylor. 6M  
b) List the managerial roles played by the manager. 6M
2. a) Define planning and explain its nature. 6M  
b) Briefly explain the significance of delegation of authority in a dynamic environment. 6M
3. a) Compare formal and informal organization. 6M  
b) Explain the controlling techniques with example. 6M
4. a) Explain the OB Model and its importance. 6M  
b) Explain the importance of personality. 6M
5. a) What are the key concepts of transactional analysis? 6M  
b) Write a short note on 6M  
a) Perception b) Values c) attitude
6. a) What are the leadership approaches applicable to the present technological world? 6M  
b) Define motivation and explain any two theories with examples. 6M
7. a) Explain the important factors which are required for sustaining Organizational Culture 6M  
b) Discuss the importance of organizational effectiveness. 6M

8. **CASE STUDY:** 12M

Industry Week magazine surveyed 1,300 middle managers in medium-sized and large companies with at least 500 employees on a number of issues. Two questions were particularly relevant because they address satisfaction issues: To what do you attribute your satisfaction to date? And what do you think has most hampered your advancement to even higher levels in your company or in other words, dissatisfaction?

Most managers attributed their satisfaction to their knowledge and on-the-job accomplishments, challenging task and responsibilities. More than 80 per cent of these middle managers ranked these as being the biggest factors in their satisfaction. When asked what most hindered their satisfaction, 56 percent of the managers said it was because they are not happy with the salary structure. This was followed by 23 percent saying that they were most hindered by improper work atmosphere. These results are exactly what you'd expect based on Two factor theory.

These managers attributed their satisfaction to motivating factors and placed the blame for their dissatisfaction on hygiene factors.

**Questions:**

1. What do you analyze as the main reasons to attribute to satisfaction in an organization?
2. Do you think that hygiene factors will affect your performance?