

[3475] - 101

Nov-2008

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M.B.A.

(101) ORGANISATIONAL BEHAVIOUR AND PRINCIPLES  
AND PRACTICE OF MANAGEMENT

(Sem.- I) (2008 Pattern)

Time : 3 Hours]

[Max. Marks : 70

Instructions to the candidates:

- 1) Question number five is compulsory.
- 2) Attempt any three questions out of remaining questions.
- 3) Marks are indicated against each question.

Q1) a) Explain the importance of planning as the beginning of process of management. State how decision making plays vital role in the exercise of planning. [9]

b) Distinguish clearly between intrapersonal and interpersonal conflicts. Quote an example. How does it deteriorate team work in the organisation. [6]

Q2) a) State how systems Approach and contingency Approach have played the role of integrating various fragmented approaches of management. [9]

b) Explain the theory of transactional Analysis. Discuss ego states as its link. [6]

Q3) a) Which leadership style is suitable to HR Manager of I.T. industry in the present era. Give justification. [9]

b) Discuss merits and demerits of formal and informal group formation in industrial organisation functioning at national level. [6]

Q4) Write short notes on any three. [15]

- a) Line and staff authority.
- b) Merits of decentralisation
- c) Management by objectives
- d) Group Dynamics
- e) Maslow's theory of Need Hierarchy.



P.T.O.

Q5) a) Mr. Ramakant kirad is entrepreneur of a company in Pune employing 300 employees. It is manufacturing spare parts of four wheeler. The company being quality conscious; it has earned good name and getting heavy orders from domestic and foreign markets. Mr. Kirad is planning to convert domestic company into multi-national company. As an Agent of change management, advise Mr. Kirad how to deal with following theories of O.B. in his proposed project.

- i) Long term and short term planning.
- ii) Pro-active and Re-active approach.
- iii) Strategic planned change.

[13]

b) Mr. Sudhakar Soman is a leading Builder in Pune. During 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 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 builder. When the owner Mr. Soman has realised the reason of exodus, he has made up his mind to restore normalcy, stopping chaotic condition. Advise Mr. Soman considering following principles of management, for restoring homogeneity.

- i) Principle of hierarchy
- ii) Constructive leadership
- iii) Recruitment and selection
- iv) Informal organisation

[12]

