

**THE KAVERY ENGINEERING COLLEGE***(An Autonomous Institution)***B.E/B.TECH DEGREE END SEMESTER THEORY EXAMINATIONS, NOV/DEC 2025***Seventh Semester**Civil Engineering***OIM351- Industrial Management***Regulations - 2021**Duration : 3 Hrs**Maximum : 100 Marks****PART – A (ANSWER ALL QUESTIONS) (Marks 10\*2=20)***

| <i>Q.No</i> | <i>Questions</i>                                          | <i>BTL</i> | <i>CO</i> | <i>Marks</i> |
|-------------|-----------------------------------------------------------|------------|-----------|--------------|
| 1.          | Define Functional Managers.                               | L1         | 1         | 2            |
| 2.          | What is the significance of Trade Union?                  | L1         | 1         | 2            |
| 3.          | How would you compare Policies and Planning Premises?     | L2         | 2         | 2            |
| 4.          | List the three benefits of Decision Making in industry.   | L1         | 2         | 2            |
| 5.          | What is Organizational Behavior Modification (OB Mod)?    | L1         | 3         | 2            |
| 6.          | Differentiate between job enlargement and job enrichment. | L2         | 3         | 2            |
| 7.          | How do groups influence member behavior?                  | L2         | 4         | 2            |
| 8.          | List the factors that increase cohesiveness.              | L1         | 4         | 2            |
| 9.          | What is SWOT analysis?                                    | L1         | 5         | 2            |
| 10.         | What do you understand by Strategic Management?           | L1         | 5         | 2            |

***PART – B (ANSWER ALL QUESTIONS) (Marks 5\*16 = 80)***

| <i>Q.No</i> | <i>Questions</i>                                                                                                                                                         | <i>BLT</i> | <i>CO</i> | <i>Marks</i> |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|--------------|
| 11.         | a Discuss the various approaches to the study of management.                                                                                                             | L2         | 1         | 16           |
|             | Or                                                                                                                                                                       |            |           |              |
|             | b Discuss the role of Trade Unions in protecting the rights of workers. How do they influence industrial relations?                                                      | L2         | 1         | 16           |
| 12.         | a Discuss the different bases of departmentalization and critically evaluate the role of line and staff authority in effective organizational structure.                 | L3         | 2         | 16           |
|             | Or                                                                                                                                                                       |            |           |              |
|             | b Explain performance appraisal and evaluating their effectiveness in motivating employees.                                                                              | L3         | 2         | 16           |
| 13.         | a Discuss the causes of individual behavior in organizations. How do environmental factors affect behavior and performance of employees?                                 | L2         | 3         | 16           |
|             | Or                                                                                                                                                                       |            |           |              |
|             | b What is learning in organizational behavior? Explain the relationship between learning and behavior. How do learning curves help managers in training and development? | L2         | 3         | 16           |

|     |   |                                                                                                                                                                                       |    |   |    |
|-----|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|---|----|
| 14. | a | Explain the process of communication in organizations. What are the common barriers to communication and how can managers ensure effective communication?                             | L2 | 4 | 16 |
|     |   | Or                                                                                                                                                                                    |    |   |    |
|     | b | Discuss the importance of organizational culture and ethics. How do they shape employee behavior and influence organizational effectiveness?                                          | L2 | 4 | 16 |
| 15. | a | Explain the strategic management process. Analyze how strategic planning shapes an organization's future direction. Use examples to illustrate common failures in strategy execution. | L4 | 5 | 16 |
|     |   | Or                                                                                                                                                                                    |    |   |    |
|     | b | Analyze how Information Technology transforms managerial decision-making. In your answer, assess both the strategic benefits and the risks of heavy IT integration.                   | L4 | 5 | 16 |