

THE KAVERY ENGINEERING COLLEGE
(An Autonomous Institution)

MBA DEGREE END SEMESTER THEORY EXAMINATIONS, APRIL-MAY 2025

First Semester

Master of Business Administration

BA4102/ PMBT2402 - Management Concepts and Organizational Behavior

Regulations – 2021/2024

Duration : 3 Hrs

Maximum : 100 Marks

PART – A (ANSWER ALL QUESTIONS) (Marks 10*2=20)

Q.No	Questions	BLT	CO	Marks
1.	Label the key contributions of F.W. Taylor to the Classical era of management theory.	L1	1	2
2.	What are the main differences between the Classical and Behavioral approaches to management?	L1	1	2
3.	List the key characteristics of a sound plan in the planning process?	L1	2	2
4.	Outline the role of interdepartmental coordination in organizational design.	L2	2	2
5.	What is organizational behavior, and why is it important for managers to understand it?	L1	3	2
6.	Identify any two barriers to effective communication in organizations.	L3	3	2
7.	What is the primary difference between a group and a team in an organizational context?	L1	4	2
8.	How to relate the main sources of conflict in organizations?	L1	4	2
9.	What are some key features of Japanese management practices, and how do they differ from Western management styles?	L1	5	2
10.	Why is cross-cultural communication important in managing an international workforce?	L1	5	2

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

Q.No	Questions	BLT	CO	Marks
11.	a i Discuss the evolution of management thought from the Classical to the Behavioral approach.	L3	1	8
	ii Explain key contributions from prominent theorists such as F.W. Taylor and Henri Fayol.	L3	1	8
	Or			
	b i Evaluate the characteristics and significance of managerial functions and roles within an organization.	L3	1	8
	ii Estimate how do these functions contribute to effective management?	L3	1	8

12.	a	i	Explain the steps in the planning process?	L2	2	8
		ii	Discuss the scope and limitations of effective planning in an organization.	L4	2	8
Or						
	b	i	Discuss the significance of Management by Objectives (MBO) in organizational planning.	L4	2	8
		ii	Justify how do they influence employee performance and decision-making?	L2	2	8
13.	a	i	Explain the concepts of perception and learning in the context of organizational behavior.	L3	3	8
		ii	Explain how does it enhance employee performance?	L3	3	8
Or						
	b	i	Discuss the various motivation theories and their impact on job performance.	L4	3	8
		ii	Predict how can managers apply these theories to enhance employee motivation?	L4	3	8
14.	a	i	How to assess groups and teams in an organizational context.	L3	4	8
		ii	Explain how do these differences affect group dynamics and performance?	L3	4	8
Or						
	b	i	Discuss the various leadership styles and approaches in the context of group dynamics.	L4	4	8
		ii	Explain how do power and politics influence leadership effectiveness within teams?	L2	4	8
15.	a	i	Compare and contrast different management styles, particularly focusing on Japanese management practices.	L4	5	8
		ii	Discover how do these practices influence organizational effectiveness and employee engagement?	L4	5	8
Or						
	b	i	Discuss the significance of organizational creativity and innovation in a competitive business environment.	L4	5	8
		ii	Identify What strategies can organizations implement to foster a culture of creativity?	L3	5	8