

**Gandhi Institute of Engineering and Technology University, Odisha, Gunupur
(GIET UNIVERSITY)**

M.B.A. (First Semester) Regular Examinations, January - 2026

**25MBAPC101- Management Principles and Organisational Behaviour
(MBA)**



Time: 3 hrs

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A**(2 x 5 = 10 Marks)**Q.1. Answer *ALL* questions

	CO #	Blooms Level
a. Define Eight Boss Scheme Rule.	CO1	K1
b. Apply the Managerial Grid Model to identify a manager's leadership style in an organization.	CO3	K3
c. Explain the concept of social loafing in group behaviour.	CO5	K2
d. Name the components of McClelland's Need Theory.	CO3	K1
e. Difference between Type A and Type B Personality .	CO4	K4

PART – B**(10 x 5 = 50 Marks)**Answer all the questions

	Marks	CO #	Blooms Level
2. a. Difference between Administration and Management.	5	CO1	K1
b. Explain the elements of Organizational Behaviour with the help of a diagram.	5	CO4	K2
OR			
c. Briefly explain various Controlling Techniques with suitable example.	10	CO1	K2
3. a. Discuss the different stress management techniques used in organizations.	6	CO4	K3
b. Distinguish between Theory X and Theory Y.	4	CO3	K4
OR			
c. Explain Maslow's Need Hierarchy Theory.	5	CO3	K3
d. Explain Different stages of group development Briefly.	5	CO5	K2
4. a. Explain Fourteen principles of Henri Fayol and discuss their relevance in modern management practices. Illustrate your answer with suitable examples.	10	CO1	K4
OR			
b. Briefly Explain Principle of Leadership with Suitable Example.	6	CO3	K2
c. Discuss the different levels of management with their roles	4	CO1	K2
5. a. Explain Herzberg's Two-Factor Theory of Motivation and discuss its relevance in modern organizational settings	6	CO3	K4
b. Evaluate the factors influencing perception with suitable examples.	4	CO4	K5

OR

- c. You have been appointed as a project manager in a manufacturing company that is facing inefficiencies due to poor planning and unclear organisational structure. The management has asked you to revamp the entire planning and organising process. 10 CO2 K4

Prepare a detailed report that includes:

1. A step-by-step planning process for a new project, highlighting how each step addresses potential challenges.
2. Principles of planning you would apply to ensure optimal resource utilization.
3. An organisational structure suitable for the project, specifying authority, responsibility, and reporting relationships.
4. Strategies to align power and influence within the team to improve coordination and decision-making.
5. Methods to monitor and evaluate the effectiveness of your planning and organising framework.

6. a. Orion Tech Solutions is a mid-sized IT services company employing young professionals. The project manager, Mr. Rohan, strongly believes in strict supervision and assumes that employees work only for monetary rewards. He closely monitors employees, discourages open communication, and rarely involves team members in decision-making. 10 CO3 K4 K5

As a result, employees feel stressed, unmotivated, and reluctant to take initiative. Project deadlines are met, but creativity and teamwork have declined. Recently, employee turnover has increased, and performance appraisals reflect dissatisfaction among staff.

Questions:

- a) **Identify the leadership style and motivation theory followed by Mr. Rohan.** (4 Marks)
- b) **Analyze the impact of this leadership and motivation approach on employee performance and behavior.** (3 Marks)
- c) **Suggest an alternative leadership or motivation theory that can improve employee motivation and organizational effectiveness. Justify your answer.** (3 Marks)

OR

- b. Analyze any three types of organizational structures with respect to authority relationships, flexibility, and managerial control. 10 CO3 K4

End of Paper