

Answer any FIVE Questions One Question from Each Unit
All Questions Carry Equal Marks

UNIT-I

1. a What are the functions of management? Explain them in brief. 6M
- b Comment on the Hawthorne experiments and their outcome. 6M

OR

2. a What are the managerial skills? Who should have more of conceptual skills? 6M
- b Discuss the different types of plans with example. 6M

UNIT-II

3. a Discuss the factors affecting delegation of authority. 6M
- b Outline the steps in structuring an organization. 6M

OR

4. a Analyze the factors affecting span of control. 6M
- b Enumerate the process of managerial control. 6M

UNIT-III

5. a Describe the nature and scope of organizational behaviour. 6M
- b Discuss the perpetual inputs, throughputs and output. 6M

OR

6. a Examine the significance of values and values in different cultures. 6M
- b Explain various learning theories in brief. 6M

UNIT-IV

7. a Comment on the Porter and Lawler Expectancy Theory of motivation. 6M
- b Discuss the different leadership styles. 6M

OR

8. a Explain the various kinds of transactions in Transaction Analysis. 6M
- b Explain the interpersonal conflicts with the help of Johari Window model. 6M

UNIT-V

9. a Discuss the causes and consequences of organizational conflict. 6M
- b Why did employees resist change? Explain. 6M

OR

10. a Distinguish between groups and teams. 6M
- b Describe the steps involved in the change process. 6M

11 **Case Study** 15M

'Tech innovations Inc., a rapidly growing technology startup, is facing challenges in adapting to market changes and scaling its operations effectively. The company's hierarchical structure and traditional decision-making processes have become barriers to innovation and agility. Recognizing the need for organizational development, the CEO, Alex, has initiated a transformational journey to foster a culture of agility and responsiveness. However, resistance to change and entrenched mindsets pose significant obstacles to the company's development efforts.

Questions:

- a) How would you engage employees at all levels of the organization to overcome resistance to change and foster a culture of continuous learning and adaptation?
- c) How organizational structure, culture and leadership style may either facilitate or hinder organizational development?