

SECTION - D



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5. Marvel India Pvt. Ltd is a cement manufacturing company. It supplies cement to different construction companies in the state of Andhra Pradesh. The company has a simple organisational structure, characterized by a centralized authority. Few departments, and a wide span of control. The heads of different departments reports to a single authority i.e. the company's managing director. Marvel recently accepted a prestigious long term project from the Government of India (GOI). Since the project was huge, the company decided to appoint a project head, who would be responsible for all the activities related to the GOI project. The project Manager was allowed to outsource the services and sources required for the completion of the project to various departments of Marvel. As a result, the various departmental heads would now report to both the managing directors as well as the project head. Keeping this in mind, Marvel decided to make suitable changes in its organisational structure.
- i) Explain the organisation structure in above case with suitable diagram. **7**
- ii) Suggest the changes required to be made in the organizational structure of Marvel India pvt. Ltd. **7**

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M.B.A. Semester - I

Paper - MBA/105

Organizational Behaviour & Effectiveness

P. Pages : 4

Time : Three Hours

Max. Marks : 70

- Notes : 1. Attempt all questions.
2. Figures to the right indicates marks.

SECTION - A

1. a) Explain the term personality? Discuss the important determinants which are necessary to build personality? **14**

OR

- b) "Learning does not take place in vacuum, rather it requires, some ground for infusing the same". In the light of this statement discuss the importance of learning theory. **14**

SECTION - B

2. a) Explain the different stages of Group development. **7**

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- b) Salim, one of the project managers at Infoline limited. a software company, observed that the productivity of his team members had come down. Salim was concerned and wanted to improve the productivity of his team members. **7**

According to you, what steps should he take to improve the effectiveness of the team?

OR

- c) What are the factors influencing intergroup behaviour? **7**
- d) Assume that you are working as the Head of research wing at flight International and have been given an assignment to design and develop an aircraft engine with exceptional efficiency. **7**

What would your style of group decision making be? Justify your answer.

3. a) Differentiate between organizational power and politics, Do you feel that these two aspects are essential in organisation? Justify your answer. **7**
- b) Suppose you are appointed as a team leader of newly appointed group of 15 fresh software Engineers for software development to complete project within six month. How will you empower your team members, so that they can inspired & motivated to finish the task? **7**

OR

- c) Explain functional and dysfunctional conflict with suitable example. **7**

- d) "ABC Ltd." is manufacturing firm having more than 5000 employees working in an organization. **7**

Mr. Singh is head in production department having personality traits. Like straight forward, strict and prompt in his work. Where as Mr. Nayar subordinate of Mr. Singh is very arrogant in nature and always avoid to do work. For Behaviour of Mr. Nayar, Mr. Singh many times scolded him, Inspite of this Mr. Nayar behaviours does not changed. Mr. Nayar is close relative of Managing Director & thus he thinks he can behave in any way he wants, According to you in above situation, how will you resolve a power conflicts!

SECTION - C

4. a) What do you understand by corporate governance. Explain the elements of good governance. **7**
- b) Differentiate between Creativity and Innovation. **7**

OR

- c) How gender issues can be resolve in a Multinational Organization. **7**
- d) How creativity does plays a crucial role in an organisational effectiveness. **7**