MBACC 104

M.B.A. Ist Semester (NEP) Examination, 2026

MOST IMPORTANT QUESTIONS 2026 – UNSOLVED MODEL PAPER

ORGANISATIONAL BEHAVIOUR AND MANAGEMENT PRACTICES

Paper : IV

Time : 3 Hours **[M.M. : 70**

Note : Answer any **five** questions. All questions carry equal marks.

1. Explain Henri Fayol's 14 principles of management and Max Weber's bureaucratic theory. Trace the evolution of management thought from classical to modern approaches. **[14]**

2. Define planning. Explain the types of plans, the process of planning and the barriers to effective planning. Discuss organisational design, span of management, bases of departmentation and delegation of authority. **[14]**

3. How does systematic study contribute to our understanding of OB? Explain the three levels of analysis in Robbins' model of OB. Discuss the challenges for OB managers in hybrid workplaces, gig work and human-AI teams. **[14]**

4. What are the three components of attitude? Discuss the major job attitudes and their impact on organisational behaviour. What is cognitive dissonance? Explain attribution theory and the halo effect. **[14]**

5. Explain learning theories – classical conditioning, operant conditioning and social learning. What is emotional intelligence and why is it significant in organisations? **[14]**

6. Compare Maslow's, Herzberg's and McClelland's theories of motivation. Explain self-determination theory and job enrichment. Discuss the IKS concept of Nishkama Karma in motivation. **[14]**

7. What is power? Explain the bases of power. What is organisational politics and how can it be managed? **[14]**

8. Describe the punctuated-equilibrium model of group development. Write a note on groupthink. Differentiate among role expectation, role perception and role conflict. How do social loafing and social facilitation affect group performance? Distinguish between a group and a team. **[14]**

9. Explain Fiedler's contingency model and Hersey-Blanchard's situational leadership theory. Distinguish between transactional, transformational and servant leadership. **[14]**

10. Write short notes on any two: (a) Kotter's 8-step model of change (b) Resistance to change and Lewin's three-step model (c) Characteristics of organisational culture and how it is transmitted to employees (d) Performance appraisal and staffing **[7+7=14]**

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