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# Manipal Institute of Technology, Manipal

(A Constituent Institute of Manipal University)



## Second Semester M.TECH, CEM

### END SEMESTER EXAMINATIONS, MAY 2016

#### ORGANIZATION BEHAVIOR AND HUMAN RESOURCE MANAGEMENT [CIE- 565]

#### REVISED CREDIT SYSTEM

TIME: 3 HRS

14-05-2016

MAX. MARKS: 50

*Note: 1. Answer any **FIVE FULL** questions.*

*2. Draw neat figures/flow charts wherever necessary*

- 1A. List the major challenges and opportunities for construction managers to use OB concepts. [05 Marks]
- 1B. Define organization culture. Explain the components of organization culture. [05 Marks]
2. Write short notes on the following:
  - a. Evolution of OB
  - b. Personality
  - c. Functions of HR Policies and procedures
  - d. Objectives of HRM
- 3A. Explain the key elements which governs the best strategy for a reward management system? [05 Marks]
- 3B. According to you, which is the best theory of motivation? Justify your answer by comparing it with the other theories. [05 Marks]
- 4A. Describe the types of managerial actions that cause workplace conflicts and how do you identify its existence? [05 Marks]
- 4B. Explain the process of Job Evaluation. List out the recommended guidelines for Job evaluation. [05 Marks]
- 5A. Explain the importance of communication in various stages of formation of groups [05 Marks]
- 5B. What are the influencing factors while deciding an organization structure? Explain each with emphasis on construction industry. [05 Marks]
- 6A. As a construction manager, is it right to practice power and politics in profession? Justify your answer. [05 Marks]
- 6B. Explain the findings of situation based model proposed by Fiedler with reference to Task oriented' and 'Relationship oriented' leaders. [05 Marks]