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MANIPAL INSTITUTE OF TECHNOLOGY
MANIPAL

(A constituent institution of MAHE, Manipal)

II SEMESTER M.TECH. (CONSTRUCTION ENGINEERING & MANAGEMENT)

END SEMESTER EXAMINATIONS, APRIL/MAY 2018

**SUBJECT: ORGANIZATION BEHAVIOR AND HUMAN RESOURCE MANAGEMENT
(CIE-5238)**

**REVISED CREDIT SYSTEM
(25/ 04/ 2018)**

Time: 3 Hours

MAX. MARKS: 50

Instructions to Candidates:

- ❖ Answer ALL the questions.
- ❖ Missing data may be suitable assumed.

Q.No		Marks
1A.	Describe why managers require a knowledge of OB. Compare the scientific and behavioral approaches to OB	06
1B.	Write a note on importance of Organization Culture for success of an organization	04
2A.	Explain the theories of learning with reference to managerial job applications	06
2B.	Write a note on process of recruitment and selection in an organization.	04
3A.	Explain the job characteristic model with suitable example from construction industry.	06
3B.	Discuss the importance of Motivating Potential Score (MPS) to a manager. What are the various methods for job redesign?	04
4A.	As an initiator, how will you manage an effective collaboration? Also, provide guide lines for the same if you are in the place of respondent in the collaboration	06
4B.	List out the disadvantages of non-verbal and verbal communications	02
4C.	Write a short note on Human Resource Planning.	02
5A.	Discuss the following: (i) Delphi Technic (ii) Social loafing (iii) Virtual organization (iv) Evaluation of power bases	06
5B.	Discuss the Fiedler's model on selection of leadership styles in various situations.	04