

TILAK MAHARASHTRA VIDYAPEETH, PUNE
MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: MAY - 2026
SEMESTER - I

Sub.: Organization Behaviour and Principles of Management (MBA24-101)

Date : 28/05/2026**Total Marks : 60****Time: 2.00 pm to 4.30 pm**

- Instructions:** 1) All questions are compulsory.
2) Figures to the right indicate full marks.
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- Q. 1. Write Short notes on (Any Three) (15)**
1. Perception
2. Fayol's Administrative Theory.
3. Skills required by a Manager
4. Maslow's Need Hierarchy
5. Process of Team Building
- Q. 2. Answer in detail (Any One) (10)**
1. Describe the nature of Organisational Behaviour. Discuss the importance of OB in modern organizations.
2. Differentiate between Organizational Culture and Climate. What factors affect Organizational Climate?
- Q. 3. Answer in detail (Any One) (10)**
1. Why is management called as an art as well as science? Justify your answer.
2. List and explain in detail the main functions of Management.
- Q. 4. Answer in detail (Any One) (10)**
1. Define Group and Group Dynamics. Explain Group Decision-making Techniques.
2. Differentiate between Management and Administration.
- Q. 5. Case study (15)**

The top management at a growing IT firm noticed that employee motivation levels were inconsistent despite competitive salaries. To help their employees understand what truly drives performance, they decided to advise the HR Manager to work on their motivation. The HR manager then decided to demonstrate Abraham Maslow's Hierarchy of Needs through a practical workplace approach for the employees.

He began by ensuring basic physiological needs were met—comfortable seating, proper work hours and access to refreshments. Next, he strengthened safety needs by communicating job security, clear policies and a supportive work environment. Once these were in place, he focused on belongingness by encouraging team-building activities, open communication and collaboration.

To address esteem needs, the manager introduced recognition programs such as “Employee of the Month” and publicly appreciated individual contributions during meetings. Finally, he worked on self-actualization by offering opportunities for skill development, leadership roles and creative project ownership.

Over time, employees began to realize that their motivation improved as each level of need was fulfilled. Productivity increased, workplace satisfaction improved and employees felt more engaged. The manager then explained how their experiences aligned with Maslow’s theory, making it easier for them to understand that motivation is not just about salary, but about fulfilling a hierarchy of needs step by step.

Questions :

1. How did the manager address different levels of employees’ needs as per Abraham Maslow’s Hierarchy of Needs?
 2. What impact did fulfilling higher-level needs like esteem and self-actualization have on employee motivation and performance?
 3. How did the practical demonstration of the theory help employees better understand their own workplace expectations?
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