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| **SESSION** | **JULY – AUGUST 2024** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **I** |
| **COURSE CODE & NAME** | **DMBA107 MANAGEMENT PROCESS AND ORGANISATIONAL BEHAVIOUR** |
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**Assignment Set – 1**

**1. Explain briefly the principles of management. 10**

**Ans 1.**

**Principles of Management**

Management principles serve as guidelines for directing managerial activities effectively and efficiently. These principles, developed through research and practice, aim to streamline decision-making, establish order, and achieve organizational goals. One of the most influential contributors to management theory is Henri Fayol, who outlined 14 principles that

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**2. Define Organising. Highlight its importance.**

**Ans 2.**

**Definition and Importance of Organizing**

Organizing is one of the key functions of management that involves arranging resources and tasks to achieve organizational objectives. It entails identifying activities, grouping them into manageable units, and assigning roles and responsibilities to employees. Organizing ensures that the right resources are allocated to the right tasks at the right time, fostering efficiency and productivity.

**Steps in the Organizing Process**

1. **Identification of Activities**: The first step in organizing is to identify the activities required to achieve organizational goals. This includes analyzing the tasks,

**3. Elucidate leading along with its roles and functions. 5+5**

**Ans 3.**

**Leading in Management—Roles and Functions**

Leading is a critical function of management, integral to guiding and motivating employees toward achieving organizational objectives. Leadership involves influencing individuals or teams to work effectively by establishing a vision, fostering communication, and creating a productive organizational culture. Effective leadership ensures alignment between the workforce’s goals and the broader organizational mission, driving success.

**Roles of Leadership**

1. **Motivator**: Leaders play a vital role in motivating employees by understanding their

**Assignment Set – 2**

**4. Describe Cattell's 16 Personality Factor Model (16 PF). 10**

**Ans 4.**

**Cattell's 16 Personality Factor Model (16PF)**

Cattell's 16 Personality Factor Model, commonly referred to as 16PF, is a comprehensive framework for understanding human personality. Developed by Raymond Cattell, the model identifies 16 core personality traits that describe individual differences. Derived through rigorous statistical analysis, this model is widely recognized in psychology for its depth and applicability across diverse contexts, including clinical settings, occupational assessments,

**5. Bring out the factors that affect group behaviour and outline the group decision-making techniques. 5+5**

**Ans 5.**

**Factors Affecting Group Behavior and Group Decision-Making Techniques**

Group behavior refers to the ways individuals interact and function within a group, which directly impacts the group’s performance and outcomes. A group’s success depends on various internal and external factors that shape its dynamics and decision-making processes. Understanding these factors and decision-making techniques is crucial for managers to foster collaboration and achieve organizational goals effectively.

**Factors Affecting Group Behavior**

Several factors influence how groups behave and perform:

1. **Group Size**: The size of a group plays a significant role in its behavior and effectiveness. Small groups tend to have better communication, cohesion, and faster

**6. Discuss change along with John Kotter's model of leading change. 2+8**

**Ans 6.**

**Change and John Kotter's Model of Leading Change**

Change is an inevitable aspect of organizational life, driven by factors such as technological advancements, market dynamics, and evolving customer demands. Effective change management ensures that transitions are smooth and beneficial, minimizing resistance and maximizing acceptance. John Kotter, a renowned expert in change management, developed an eight-step model to guide organizations through successful change initiatives.

**Understanding Change**

Organizational change involves transitioning from the current state to a desired future state to