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| **SESSION** | **JAN - FEB 2025** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **I** |
| **COURSE CODE & NAME** | **DMBA118 ORGANIZATIONAL BEHAVIOUR** |
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**Assignment Set – 1**

**Q1. Discuss the principles of organising and their significance in the management of an organisation. 10**

**Ans 1.**

**Principles of Organising and Their Significance in Management**

**Organising in Management**

Organising is a fundamental function of management that involves assembling and coordinating the resources needed to implement a plan. It is the process of creating a structure for the organization that defines roles, responsibilities, and authority. Without organizing, even the most well-conceived plans would struggle to take shape or succeed in practice.

**Principles of Organising**

Several universally accepted principles guide the process of organizing within a business environment. These principles serve as guidelines to help managers design efficient

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**Q2. How do Maslow’s Hierarchy of Needs, Herzberg’s Two-Factor Theory, and Expectancy Theory help in understanding what motivates employees? 10**

**Ans 2.**

**Motivation Theories: Maslow, Herzberg, and Expectancy Theory**

**Employee Motivation**

Employee motivation is the internal drive that prompts individuals to take action and strive toward organizational and personal goals. Understanding what motivates employees is essential for creating an engaged and productive workforce. Several motivation theories provide frameworks to understand this complex concept.

**Maslow’s Hierarchy of Needs**

Abraham Maslow proposed that human needs are arranged in a hierarchy, starting from basic

**Q3. Describe the journey of management thought from traditional to modern theories. Mention some major contributors and what they added to management knowledge. 10**

**Ans 3.**

**Management Thought**

Management thought has evolved over time in response to changing industrial, economic, and technological landscapes. From early mechanistic approaches to more human-centered and system-based theories, the journey reflects a continuous effort to enhance organizational effectiveness and efficiency.

**Classical Approach**

The classical approach, developed during the Industrial Revolution, focused on efficiency,

**Assignment Set – 2**

**Q4. Discuss the types of stress (eustress vs. distress) and their effects on employee performance. 10**

**Ans 4.**

**Types of Stress: Eustress vs. Distress and Their Effects on Employee Performance**

**Stress in the Workplace**

Stress is an inevitable part of modern work environments, but not all stress is harmful. Stress can be broadly classified into two categories: **eustress** (positive stress) and **distress** (negative stress). Understanding these types helps managers and employees deal with workplace challenges more effectively while maximizing productivity and well-being.

**Understanding Eustress**

Eustress refers to beneficial stress that motivates individuals, helps them perform better, and

**Q5. Discuss the McKinsey 7-S Framework and explain how it can help organisations align their internal elements.**

**Ans 5.**

**Ans 5.**

**McKinsey 7-S Framework and Organizational Alignment**

**McKinsey 7-S Framework**

The McKinsey 7-S Framework is a strategic management model developed by McKinsey & Company to analyze organizational effectiveness. It focuses on seven interdependent elements—structure, strategy, systems, shared values, style, staff, and skills—that must be aligned for successful execution of business plans and strategies.

**The Seven Elements of the Framework**

**1. Strategy:** This refers to the plan that an organization adopts to gain competitive advantage

**Q6. Explain the difference between transactional and transformational leadership. 10**

**Ans 6.**

**Difference Between Transactional and Transformational Leadership**

**Leadership Styles**

Leadership plays a pivotal role in shaping an organization’s culture, strategy, and success. Among the most commonly discussed leadership styles are **transactional** and **transformational** leadership. These styles differ significantly in their approach, influence, and impact on employees and organizational goals.

**Transactional Leadership**