

BA5017 MANAGERIAL BEHAVIOUR AND EFFECTIVENESS

IMPORTANT QUESTIONS AND QUESTION BANK

UNIT-I DEFINING THE MANAGERIAL JOB

2-Marks

1. Mention the different kind of effectiveness in managerial job.
2. How do you define an ineffective job behavior?
3. What do you mean by time management?
4. State the importance of Effective Job Behaviour.
5. Define the dimension of managerial jobs.
6. List the various role dimensions of managers as proposed by Mintzberg.
7. Define managerial job.
8. Define Effectiveness.
9. Mention effective job behavior components.
10. What is behavior?
11. Distinguish between supervisory level and top-level management.
12. What is the difference between a functional manager and a general manager?
13. Describe effective job behavior.
14. What is supervisory level?

13-Marks

1. Discuss the General Dimensions of Managerial Jobs.
2. Explain the various principle of time Management.
3. Explain in detail the characteristics of effective and ineffective job behaviour.
4. Describe various time dimension involved in managerial jobs with suitable examples.
5. Critically examine the factors influencing the functional and level difference in managerial job behaviours.
6. Highlighting theory X and theory Y, enumerate how managers decision and behavior change according to the situations.
7. Explain the task oriented and relationship oriented behavior models of managerial behavior. Which do you think to be the best and why?
8. Differentiate effective job behaviour with ineffective managerial job behavior.
9. Examine the different models in managerial jobs.
10. Explain the time dimension involved in managerial jobs with suitable examples.
11. Managerial job is the influence of Hierarchical level and functional speciality – Discuss.
12. Elaborate the major/minor dimensions of managerial jobs.

13. Examine the reasons for the conflicts between functional and general managers. Substantiate your answer with examples.
14. Explain the various dimension od managerial job and how the importance of these dimensions change as a manager moved up the organisational hierarchy.
15. Do you subscribe the view that they are differences in managerial job behaviour across functions and levels? Substantiate your answer.

UNIT-II DESINGING THE MANAGERIAL JOB

2-Marks

1. What is meant by Executive Development?
2. Define the term job rotation.
3. What is critical incident method in performance appraisal?
4. Comment of Managerial Motivation.
5. How is internal requirement being carried out?
6. Define balanced score card.
7. What is relevance of balance scorecard in the current scenario?
8. "I am the master of my fate"- Justify in the context of motivation.
9. What is balance scoreboard?
10. Define motivation.
11. What is internal recruitment?
12. Write a short note on requirement?
13. What is meant by 360-degree performance appraisal?
14. What is lateral requirement?
15. How internal requirement is begin carried out?

13-Marks

1. Explain the various types of External Recruitment methods.
2. What is motivation? Explain Maslow's Hierarchy of needs theory.
3. Elaborate various methods of performance Appraisal.
4. Explain in detail various methods for Managerial Skill Development.
5. Give a critical assessment of various measures of performance appraisal.
6. Explain the various techniques used in managerial skill development process?
Do you think that these techniques vary for the different hierarchy levels?
7. Explain the various types of rewards that are currently being used for managers? Do these rewards differ according to the country? If so, explain with examples.
8. Discuss the effective process in Managerial Motivation.
9. Elaborate the steps in Career Management.
10. Discuss the career management concept and highlight the uses of career planning.

11. Explain the concept and application of balanced scorecard.
12. Enumerate the different techniques in Managerial Skill Development.
13. Present the current practices of recruitment adopted by the ICT sector in India.
14. Explain the initiatives of the corporate sector to help manage the careers effectively by the employees.
15. Choose any two modern performance appraisal methods and explain their importance in the present business context.

UNIT-III THE CONCEPT OF MANAGERIAL EFFECTIVENESS

2-Marks

1. Mention the behaviors of managerial job.
2. What is meant by behavioural approach?
3. Brief the measures of Managerial Effectiveness.
4. How can we say that an effective manager is an optimizer?
5. What is meant by approach of managerial effectiveness?
6. How is managerial effectiveness measured?
7. "An effective manager is an optimizer"- justify.
8. Differentiate an effective and efficient manager.
9. What is product approach in Managerial Effectiveness?
10. Define optimizer.
11. List out the various approaches to managerial effectiveness?
12. Distinguish the person, process and product approach of managerial effectiveness.
13. Define managerial effectiveness.
14. What is meant by optimizer?
15. Distinguish between product and process approach.

13-Marks

1. Explain any two methods for measuring managerial Effectiveness.
2. Discuss the skills possessed by the managers in order to efficiently perform their responsibilities in a competitive driven business environment.
3. Explain the current industrial and government practices of managerial effectiveness.
4. Comment the person, process and product approach of managerial effectiveness.
5. Discuss the strategies involved in the bridging the gap in managerial effectiveness.
6. Give a status report on the current industrial and government practices in the management of managerial effectiveness.

7. What are the problems encountered in measuring the effectiveness of managers? Suggest some innovative ways of overcoming it.
8. Explain the person, process and product approach of managerial effectiveness. Can these three components be looked in isolation? If so, how?
9. Differentiate the managerial effectiveness in government organization with private companies.
10. Enumerate the factors for converting a manager into optimizer.
11. "Managerial effectiveness is reflected in the optimizing of resources" comment.
12. Differentiate the private and government practices in the management of managerial effectiveness.
13. Present any two important methods of measuring managerial effectiveness.
14. Explain the current initiatives in vogue to enhance managerial effectiveness in the corporate sector. Do you see any significant difference between the private and public sectors?
15. Explain the person, process and product approach of managerial effectiveness. Which of these three approaches suite well in the Information Technology sector?

UNIT-IV ENVIRONMENTAL ISSUES IN MANAGERIAL EFFECTIVENESS

2-Marks

1. Define the term organization.
2. What is meant by team climate?
3. Mention the job challenges faced by modern day managers.
4. What is meant by coaching managerial style?
5. What is "organizational process"?
6. Describe the determinants of job challenge.
7. Differentiate a transformational and transactional leader.
8. Do you think trait theory is relevant in the current scenario?
9. Define organizational climate.
10. What is the meaning for "transformational leadership"?
11. Mention the determinants of job challenge.
12. What is meant by Democratic managerial style?
13. What do you mean by organizational climate?
14. What do you mean by paternalistic leadership style?
15. What is managerial grid?

13-Mark

1. Explain the different types of managerial styles.
2. Explain the various factors that influence the organizational climate of an organization.
3. Explain the various managerial styles. Comment on the role of managerial styles in facilitating managerial effectiveness.
4. Explain the concept of leadership in detail. Describe the various leadership styles.
5. Explain in detail the various managerial styles and their effectiveness in management
6. Examine the role of organizational climate in managerial effectiveness.
7. Explain the recent examples how the changes in the environment affects the managerial decisions.
8. What are the various factors that influence organizational climate? Can these factors be controlled? If so, as a manager how do you control those factors?
9. Explain the role of leader in managerial effectiveness at organizational level.
10. Discuss the role of group influence in managerial effectiveness at organizational level.
11. How does a leader influence group performance? Explain.
12. Explain the organizational process influencing managerial effectiveness
13. Elucidate how organizational climate affects managerial effectiveness.
14. Explain the role of managerial styles in determining managerial effectiveness.
15. Do you find any variance in the management styles across the nation? Substantiate your answer with examples.

UNIT-V DEVELOPING THE WINNING EDGE

2-Marks

1. What is meant by Self-Development?
2. What is knowledge management?
3. Define the term Mind-mapping.
4. Write a brief note on knowledge management.
5. List some factors fostering innovation and creativity in organizations.
6. What is the importance of the development of a competitive spirit amongst managers?
7. State the importance of knowledge management in the modern world.
8. What is creativity?
9. What is brainstorming?
10. What is self?
11. Define knowledge management?

12. Write a short note Career Repetition?
13. What is divergent thinking?
14. What is win-win situation?
15. What is lateral thinking?

13-Marks

1. Explain the various negotiation skills possessed by good negotiator.
2. Explain the various techniques used in the organization for improving creativity among workers.
3. What do you mean by creativity in organizations? How can creativity encourage amongst employees in an organization?
4. Discuss the skills needed for an effective negotiator.
5. Describe the components of knowledge management in organizational development.
6. What are the difficulties a manager will face in implementing knowledge management system in an organization? Explain ways to overcome it.
7. Elaborate the steps in effective negotiation process.
8. Discuss the factors for developing of organizational creativity.
9. Discuss the skills needed for an effective negotiator.
10. Explain the various strategies involved in developing the competitive spirit among team members.
11. Discuss the steps for fostering creativity.
12. Elaborate the concepts of negotiation skills and its application in Managerial Effectiveness.
13. As a manager how to you transform your organization into a knowledge organisation.
14. Present DO's and DON'Ts in negotiation. What specific skills are necessary for effective negotiation?
15. What is knowledge management? Present the case of any company of your choice which could be describe as endowed with knowledge management.