



RBI Grade B

MANAGEMENT SYLLABUS AND STRATEGY

Important Dates: 2023 Exam

Events		Important Dates**
Website Link Open For Online Registration of Applications and Payment of Fees/Intimation Charges		May 09 – June 16, 2023 (till 06:00 p.m.)
Officers in Gr B (DR)-General	Phase - I - Online Examination	July 09, 2023
	Phase - II - Paper I, II & III Online Examination	July 30, 2023

Syllabus - Management

- **Fundamentals of Management & Organizational Behaviour:** Introduction to Management; Evolution of management thought: Scientific, Administrative, **Human Relations and Systems Approach to Management**; Management Functions and Managerial Roles; Nudge theory

Meaning & concept of organizational behaviour; Personality: meaning, factors affecting personality, Big five model of personality; concept of reinforcement; Perception: concept, perceptual errors. Motivation: Concept, importance, **Content theories** (Maslow's need theory, Alderfers' ERG theory, McClelland's theory of needs, Herzberg's two factor theory) & **Process theories** (Adams equity theory, Vrooms expectancy theory). Leadership: Concept, Theories (Trait, Behavioural, Contingency, Charismatic, Transactional and Transformational Leadership); **Emotional Intelligence:** Concept, Importance, Dimensions. Analysis of Interpersonal Relationship: Transactional Analysis, Johari Window; Conflict: Concept, Sources, Types, Management of Conflict; Organizational Change: Concept, Kurt Lewin Theory of Change; Organizational Development (OD): Organisational Change, Strategies for Change, **Theories of Planned Change** (Lewin's change model, Action research model, Positive model).

• **Ethics at the Workplace and Corporate Governance:**

Meaning of ethics, why ethical problems occur in business.
Theories of ethics: Utilitarianism: weighing social cost and benefits, Rights and duties, Justice and fairness, ethics of care, integrating utility, rights, justice and caring, An alternative to moral principles: virtue ethics, teleological theories, egoism theory, relativism theory, Moral issues in business: Ethics in Compliance, Finance, Human Resources, Marketing, etc. Ethical Principles in Business: introduction, Organization Structure and Ethics, Role of Board of Directors, Best Practices in Ethics Programme, **Code of Ethics, Code of Conduct**, etc.
Corporate Governance: Factors affecting Corporate Governance; Mechanisms of Corporate Governance

Strategy to score highest in the Management section of Phase 2 FM Paper.

1. Cover the Syllabus diligently without skipping any part of the syllabus.
2. Some parts are highlighted in red which are the most important w.r.t previous year papers. (still complete syllabus coverage is must)
3. Attempt as many mocks as you can. (It helps in revision of topics) (we also provide free mocks on subhyug.in)
4. Management in FM Paper of RBI Grade B exam constitutes roughly about 45-50 Marks. Hence, one should not neglect Finance Section completely.
5. Management is the easiest of all sections if studied well.
6. Do not forget to revise the theories (Motivation, Nudge, Ethics theories etc)
7. Ethics Constitute around 40-50% of management section.
8. Make Sure Management Section is well prepared before the Phase 1.
9. If Point 8 is not followed then it can (read as must) be done as soon as phase 1 results are out.
10. Revision is King. Hope you understood.