

**PRINCIPLES OF MANAGEMENT
(HMTS 3101)**

Time Allotted : 3 hrs

Full Marks : 70

Figures out of the right margin indicate full marks.

Candidates are required to answer Group A and any 5 (five) from Group B to E, taking at least one from each group.

Candidates are required to give answer in their own words as far as practicable.

**Group – A
(Multiple Choice Type Questions)**

1. Choose the correct alternative for the following: **10 × 1 = 10**
- (i) According to McGregor's Theory X and Theory Y, Theory Y type persons
 - (a) resist change
 - (b) lack creativity
 - (c) seek responsibility
 - (d) dislike work.
 - (ii) Advantage of functional structure of organisation is
 - (a) it leads to occupational specialisation
 - (b) it places less emphasis on organisational objectives than departmental objectives
 - (c) it leads to problems in coordination
 - (d) it causes conflict of interest of two or more departments.
 - (iii) The productivity of the members at its peak during this stage of group development
 - (a) norming
 - (b) adjourning
 - (c) performing
 - (d) forming.
 - (iv) Participative leadership has which of the following characteristics?
 - (a) Believe success arises from leader and followers working together
 - (b) Follows a clear chain of command
 - (c) Seeks to involve staff in the decision making process
 - (d) Believes that reward and punishment motivates employees.
 - (v) Which of the following is NOT a hard element of McKinsey 7-S framework?
 - (a) Structure
 - (b) System
 - (c) Strategy
 - (d) Staff.
 - (vi) Organizations having Divisional offices in every region and branches in major cities of the country should opt for
 - (a) decentralization
 - (b) centralization
 - (c) either of (a) and (b)
 - (d) all of these.
 - (vii) 'Mental revolution on the part of management and workers' is one of the principles of
 - (a) Henry Fayol's Administrative Management Theory
 - (b) Max Weber's Bureaucratic Management Theory
 - (c) Fredrick Winslow Taylor's Scientific Management Theory
 - (d) Elton Mayo's Behavioural Management Theory.

- (viii) Employee Handbook generally contains
- | | |
|--|---|
| (a) Standing plan of the organisation | (b) Functional plan of the organisation |
| (c) Strategic plan of the organisation | (d) Developmental plan of the organisation. |
- (ix) Which of the following is on the job training?
- | | |
|------------------------|--------------------------|
| (a) Job rotation | (b) Classroom lecture |
| (c) Vestibule training | (d) Case study exercise. |
- (x) Which of the following is a decisional role played by managers?
- | | | | |
|------------------|-------------|------------|--------------|
| (a) Entrepreneur | (b) Monitor | (c) Leader | (d) Liaison. |
|------------------|-------------|------------|--------------|

Group- B

2. (a) What are the advantages of a sole proprietorship business? Mention any four.
[[CO2](Understand/LOCQ)]
- (b) Compare partnership and company form of organisation in brief.
[[CO2](Analyze/IOCQ)]
- (c) Briefly explain the study conducted by Elton Mayo and Roethlisberger to establish the importance of behavioural aspects of the employees. [[CO3](Analyze/IOCQ)]
4 + 4 + 4 = 12
3. (a) Discuss two interpersonal and two informational role of a manager.
[[CO2](Remember/LOCQ)]
- (b) Discuss any four principles of management propounded by Fayol.
[[CO1](Analyse/IOCQ)]
- (c) Evaluate the importance of conceptual skill at different organisational level.
[[CO2](Evaluate/HOCQ)]
4 + 4 + 4 = 12

Group - C

4. (a) Illustrate the distinction between 'Corporate Planning' and 'Functional Planning' with suitable examples. [[CO2](Understand/IOCQ)]
- (b) Analyse Simon's model of decision making. [[CO3](Analyze/HOCQ)]
6 + 6 = 12
5. (a) Justify the importance of 'Decentralization' in the context of large organisations with many Divisional centers and Branches? [[CO4](Evaluate/HOCQ)]
- (b) Distinguish the modus operandi of 'Line Function' and 'Staff Function'.
[[CO2](Understand/LOCQ)]
6 + 6 = 12

Group - D

6. (a) Briefly explain the steps of decision making according to Simon.
[[CO5](Remember/LOCQ)]

(b) Enlist the steps involved for 'Group Formation'. Describe the characteristics of 'Norming Stage'. [(CO2)(Remember/LOCQ)]

6 + (3 + 3) = 12

7. (a) What is meant by 'Job Enrichment'? How does it enhance organisational efficiency? [(CO3)(Understand/LOCQ)]

[(CO5)(Analyse/IOCQ)]

(b) Compare individual and group decision making. [(CO5)(Analyse/IOCQ)]

(3 + 3) + 6 = 12

Group – E

8. (a) How do autocratic, participative and free rein types of leaders influence their followers? [(CO5)(Evaluate/HOCQ)]

(b) Draw the distinction between 'Management by Objective' and 'Management by Choice'. Justify effectivity of your choice for organisational growth.

[(CO3)(Evaluate/HOCQ)]

6 + (3 + 3) = 12

9. (a) Analyse the concept of MBO as a systematic application of goal setting to organisational performance. [(CO5)(Analyse/IOCQ)]

(b) Draw the framework of McKinsey 7s and explain its 'Hard Elements'.

[(CO2)(Understand/IOCQ)]

6 + (3 + 3) = 12

Cognition Level	LOCQ	IOCQ	HOCQ
Percentage distribution	45.82	35.42	18.76

Course Outcome (CO):

After the completion of the course students will be able to

After the completion of the course students will be able to

1. To study the evolution of Management.
2. To understand various management functions and have some basic knowledge on different aspects of management.
3. To understand the planning process in an organization.
4. To understand the concept of organizational structure.
5. To demonstrate the ability to direct, lead and communicate effectively.
6. To analyse and isolate issues and formulate best control methods

*LOCQ: Lower Order Cognitive Question; IOCQ: Intermediate Order Cognitive Question; HOCQ: Higher Order Cognitive Question.

