

**PRINCIPLES OF MANAGEMENT
(HMTS 4101)**

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) Hawthorne study belongs to
(a) Behavioural management (b) Scientific management
(c) Administrative management (d) Motivational management.
- (ii) Power bestowed to an individual in view of organizational hierarchy is
(a) Legitimate power (b) Coercive power
(c) Referrent power (d) Expert power.
- (iii) _____ is the process of searching for prospective employees and stimulating them to apply for the jobs in the organisation.
(a) Selection (b) Staffing (c) Recruitment (d) Interview
- (iv) Laissez-faire style of leadership is suitable for an organization where
(a) Workers need continuous guidance
(b) Discipline is lacking
(c) Employees are highly professional & knowledgeable
(d) Quick decision & prompt action is required
- (v) Communication will be effective
(a) if it is delivered slowly and clearly
(b) if it is delivered in a calm situation
(c) if it reaches the receiver completely
(d) if it reaches the receiver as intended by the sender.
- (vi) How many factors are there in Herzberg's Motivation Theory?
(a) Two (b) Three (c) Four (d) One.
- (vii) Concept of MBO was introduced by
(a) George Odiorne (b) Rensis Likert (c) Peter Drucker (d) Chris Argyris.
- (viii) Which of the following is a hard element of McKinsey 7-S framework?
(a) Shared value (b) Style (c) Strategy (d) Staff.

- (c) Coordination is not a separate function of management. Do you agree with the statement? Give reasons for your answer. [(CO2, CO5)(Analyze/IOCQ)]

4 + 4 + 4 = 12

7. (a) Explain 5 stage life cycle model of group development. [(CO5)(Understand/LOCQ)]
 (b) It is expected that a group would tend to make more effective decisions, than would any single individual. Give your views. [(CO5)(Analyze/IOCQ)]

6 + 6 = 12

Group - E

8. (a) Evaluate McGregor's Theory X and Theory Y as a tool in understanding human behaviour and in designing the motivational schemes. [(CO5) (Evaluate/HOCQ)]
 (b) Blake and Mouton suggested that leaders who have equal concern for people and production are most effective – Analyse with managerial grid.

[(CO5)(Analyze/IOCQ)]

7 + 5 = 12

9. (a) Compare and contrast the motivational theories of Maslow and Alderfer. [(CO3) (Analyze/HOCQ)]
 (b) Describe the applicability of McKinsey 7s. [(CO2) (Understand/IOCQ)]

7 + 5 = 12

Cognition Level	LOCQ	IOCQ	HOCQ
Percentage distribution	32.29	37.5	30.21

Course Outcome (CO):

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

