

**PRINCIPLES OF MANAGEMENT  
(HMTS 4101)**

**Time Allotted : 2½ hrs**

**Full Marks : 60**

*Figures out of the right margin indicate full marks.*

*Candidates are required to answer Group A and  
any 4 (four) from Group B to E, taking one from each group.*

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

**Group – A**

1. Answer any twelve:

**12 × 1 = 12**

*Choose the correct alternative for the following*

- (i) Communication is not complete
  - (a) the message is sent
  - (b) the message is decoded
  - (c) the message is received
  - (d) the receiver gives proper feedback.
- (ii) In decentralised organisation level of motivation is usually
  - (a) Low                      (b) High                      (c) Uneffected                      (d) Moderate
- (iii) The extent to which decisions are made by Top Management is a measure of
  - (a) Centralization                      (b) Decentralization
  - (c) Authority                      (d) Unity of Command.
- (iv) Campus Selection is a type of \_\_\_\_\_ Source of recruitment
  - (a) Fresh                      (b) Internal                      (c) External                      (d) Modern
- (v) Principle of Equity is one of the postulates of
  - (a) Taylor's Scientific Management Theory
  - (b) Fayol's Administrative Management
  - (c) Maslow's Motivational Theory
  - (d) Operational Management of Harold Koontz
- (vi) Which of the following is not a soft element of McKinsey's 7s Model?
  - (a) Skills                      (b) Style                      (c) System                      (d) Shared Values.
- (vii) Which is the most effective leadership style as per Blake and Mouton?
  - (a) Impoverished                      (b) Country Club
  - (c) Middle of the road Management                      (d) Team Management.
- (viii) Which is the first phase of Herbert Simon's Decision Making Theory?
  - (a) Design                      (b) Choice                      (c) Intelligence                      (d) Execution.

- (ix) Democratic style of leadership can also be termed as  
 (a) Paternalistic leadership (b) Participative leadership  
 (c) Free rein leadership (d) Transformational leadership.
- (x) Line function, in any organisation, is the  
 (a) Strategic function (b) Secondary function  
 (c) Advisory function (d) Main function.

*Fill in the blanks with the correct word*

- (xi) The process of searching prospective candidates for the vacant position and encouraging them to apply for it is called \_\_\_\_\_
- (xii) The leadership style in which group members take a more participative role in decision making process is called \_\_\_\_\_
- (xiii) Speed of Decision making is \_\_\_\_\_ in decentralised organisation.
- (xiv) \_\_\_\_\_ is primary and all pervasive function of any organisation.
- (xv) Maslow's Physiological and Safety needs are equivalent to Aderfer's \_\_\_\_\_ need.

### **Group - B**

2. (a) Give a brief account of Managers' role. [[CO2](Understand/LOCQ)]  
 (b) Narrate the significance of Hawthorne Studies. [[CO3](Analyse/HOCQ)]  
 (c) How does Unity of Direction help the organisation to achieve its objective? [[CO2](Apply/IOCQ)]  
**3 + 4 + 5 = 12**
3. (a) Enlist any two principles of Taylor's Scientific Management techniques, which in your opinion, are vital for organisational growth. [[CO2](Remember/LOCQ)]  
 (b) Highlight the broader perspective of Elton Mayo's Managerial Philosophy. [[CO4](Analyse/HOCQ)]  
 (c) Briefly describe characteristics of partnership firm. [[CO2](Apply/IOCQ)]  
**2 + 6 + 4 = 12**

### **Group - C**

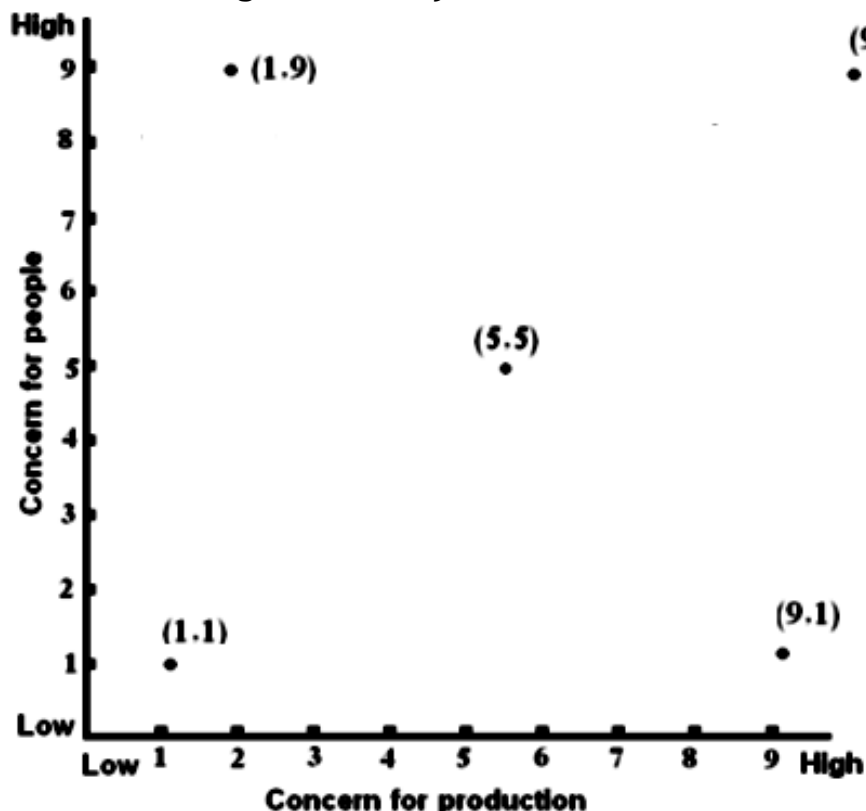
4. (a) Describe the steps involved in the planning process. [[CO3](Understand/IOCQ)]  
 (b) Differentiate between Job Enrichment & Job Enlargement. [CO2](Analyse/HOCQ)]  
 (c) Explain delegation of authority. [[CO4](Understand/LOCQ)]  
**6 + 4 + 2 = 12**
5. (a) State the salient features of Organisation Process. [[CO4](Remember/LOCQ)]  
 (b) Site instances of Line and Staff functionalities at TISCO. [[CO2](Apply/IOCQ)]  
 (c) Describe the essence of Job enrichment. [[CO3](Analyse/HOCQ)]  
**5 + 3 + 4 = 12**

## Group - D

6. (a) Discuss Simon's Model of Decision Making with an example. [[CO5](Apply/HOCQ)]  
 (b) Briefly discuss 3 Sender oriented Barriers and 3 receiver-oriented Barriers to communication. [[CO5](Understand/LOCQ)]  
**6 + 6 = 12**
7. (a) Discuss Tuckman's 5-stage model of group development. [[CO5](Understand/LOCQ)]  
 (b) Briefly discuss two advantages of group decision making over Individual decision making. [[CO5](Analyse/IOCQ)]  
**7 + 5 = 12**

## Group - E

8. (a) McKinsey's Model is a strategic planning tool to achieve organizational effectiveness. Explain [[CO6](Analyse/IOCQ)]  
 (b) Highlight the salient differences American and Japanese style of management. [[CO6](Evaluate/HOCQ)]  
**6 + 6 = 12**
9. (a) Mention the significance of the points (1, 1); (9, 1); (5, 5); (9, 9) in the figure (Mouton & Blake Management Grid) shown below. [[CO4](Remember/LOCQ)]



*Fig.1*

- (b) Highlight the essence of MBO. [[CO3](Analyse/HOCQ)]  
 (c) Write short note on Laissez Faire Leadership Style. [[CO2](Apply/IOCQ)]  
**2 + 5 + 5 = 12**

Cognition Level	LOCQ	IOCQ	HOCQ
Percentage distribution	28	33	39

**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.*