

B.E./B.TECH. Degree Examination, December 2020

Semester - VI

MG16851-PRINCIPLES OF MANAGEMENT

(Regulation 2016)

Time: Three hours

Maximum : 80 Marks

Answer **ALL** questions

PART A - (8 X 2 = 16 marks)

1. Mr. Arun and Ms. Martin apply certain skills in their field of management. The important skills that all managers required are
 - (a) Planning Organising and controlling
 - (b) Informational, decisional and interpersonal
 - (c) Conceptual, technical and human
 - (d) Planning, efficiency and advocacy
2. You are designated in a company as Junior manager when you joined. When you desire to make planning for your organization to be efficient enough, every manager must try to-
 - (a) Understand human behaviour
 - (b) Predict human behaviour
 - (c) Control human behaviour
 - (d) All of the above
3. Which is not the key element in organizational design?
 - (a) work specialization
 - (b) chain of supply
 - (c) span of control
 - (d) formalization
4. Productivity as per management principles, is the ratio of
 - (a) inputs to outputs
 - (b) outputs to inputs
 - (c) labour to machines
 - (d) machines to labour
5. As HR manager, you are doing job analysis based assessment. Suggest two important documents and about its contents that are required after job analysis to start recruiting and selecting right persons in your company.
6. List out the barriers to effective interpersonal communication.
7. How does job enrichment improve quality of work, employee motivation and satisfaction?
8. Do computers and IT help in handling management and information systems? Justify your answer.

PART B - (4 X16 = 64 marks)

09. (a) (i) Manager's decisions on planning, organizing, leading, and controlling (8)
are influenced by the organization's culture in which he or she operates.
Justify it.
- (ii) Classrooms have cultures. Describe your classroom culture using the (8)
seven dimensions of organizational culture. Does the culture constrain
your instructor? Does it constrain you as a student? How?

(OR)

- (b) Who is called father of scientific management? Identify his principles related (16)
to management and discuss on its applicability to any organization.
10. (a) You are designated as HR manager in an organization. Recommend suitable (16)
approaches and stages from HR planning to carrier planning and management
to fulfill the job requirements.

(OR)

- (b) (i) For instance, a manager in a company has to decide on purchasing laptop (10)
computers. Illustrate the steps involved in decision process to choose
appropriate laptop brand.
- (ii) Today's business world revolves around making decisions, often risky (6)
ones, usually with incomplete or inadequate information, and under
intense time pressure. Most managers make one decision after another;
and as if that weren't challenging enough, more is at stake than ever
before. Bad decisions can cost millions. Identify some guidelines on
what managers need to do to make effective decisions in today's fast-
moving world.

11. (a) (i) Relate traditional view and Herzberg's view towards employee (8)
motivation.
- (ii) Combine the significance of X and Y according to McGregor to motivate (8)
employees and brief your points.

(OR)

- (b) Explain the Fiedler's model of leadership in detail. (16)
12. (a) (i) A manager related with maintaining predefined performance standards in (8)
a company have to control the process. If you are the manager, suggest
the necessary steps to be followed in detail to control entire process.

- (ii) Is controlling process related to financial component? Justify your answer. **(8)**

(OR)

- (b) (i) “Every individual employee in an organization plays a role in controlling work activities.” Do you agree with this statement, or do you think control is something that only managers are responsible for? Explain. **(8)**
- (ii) Contrast feedforward, concurrent, and feedback controls. **(8)**