

Name:

Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, December, 2021

Course: Principles and Practices of Management

Programme: BBA-LLB CL-BFIL-ITIL

Time: 03 hrs.

Instructions:

- 1. All sections are compulsory.**
- 2. This question paper contains 3 printed pages**

Semester: I

Course Code: HRES1003

Max. Marks: 100

SECTION A
(5 x 2 = 10 Marks)
Answer in True/ False Only

S. No.		Marks	CO
Q-1	Max Weber has given the theory of Scientific Management	2	CO1
Q-2	There may be organizations that have no common goal, and where people have individual goals only	2	CO2
Q-3	In a divisional organizational structure people with similar skills and performing similar tasks are grouped together into formal work units	2	CO1
Q-4	Planning is only done by top level of management. The middle and lower level of management has to implement the plans.	2	CO1
Q-5	Staffing function of management implies deciding how to create various departments, and how to divide the work among those departments	2	CO2

SECTION B (4 x 5 = 20 Marks)
Attempt ALL FOUR Questions

Q-6	What is controlling? What are the different types of Control? Explain citing relevant practical examples.	5	CO1
Q-7	What are the various levels of Planning? Who are involved in preparing such levels of plans? What is the significance of each levels of plan? Explain briefly	5	CO3
Q-8	Describe the leading function of management in brief. Compare the role of a leader with that of a manager, giving relevant practical examples	5	CO1
Q-9	Discuss the advantages and disadvantages of functional organizational structure? Describe the scenarios in which functional organizational structure will be best suited.	5	CO3

SECTION-C (2x 10=20 Marks)
Attempt All TWO QUESTIONS

Q-10	Briefly explain the Scientific Management Theory. A manufacturing company decides to implement Scientific Management to manage its workers. Explain what challenges will the company face? How will the company overcome such challenges?	10	CO2
Q-11	A large multinational company operates in more than 40 countries of the world. Within those countries, the company operates in different states/ regions/ counties/ district etc.	10	CO3

	<p>The company has more than 5 lac employees spread across these more than 40 countries.</p> <p>What will be the best suited organizational structure that you will advise the company to have? Give justifications for your answer.</p>		
<p>SECTION-D (2 x 25 = 50 Marks)</p>			
<p>Q-12</p>	<p>Explain the following giving relevant practical examples:</p> <ol style="list-style-type: none"> 1- Authority and Responsibility 2- External and Internal Control 3- Qualities of a leader 4- Matrix organizational structure 5- Hierarchy of needs 	<p>5X5= 25</p>	<p>CO3</p>
<p>Q-13</p>	<p>CASE STUDY</p> <p>Mr. Ramesh Parihar recently joined TechSoft as its CEO. TechSoft had been a Leader in its market but was recently suffering due to competitive pressures and internal culture issues. Mr. Ramesh closely studied the issues and called the Senior Leadership Meeting to share his observations.</p> <p>Addressing the team he says, “Dear Team, we had been leaders, but we rested on our laurels probably and surely this cannot continue. We are 20 years into business and I do not see a vision, mission statement for this organization. It is surprising! How do we intend to succeed if we do not have a mission and a plan? Also, I do not see clear reporting of our performance on a real time basis at all levels. Our key leaders have left the organization and we do not even know the reason for this attrition of our star performers. We do not even know how we are going to fill these critical vacancies quickly. In addition, I see that the organization structure is so unwieldy, why are there so many levels? It always takes more time for even simple decisions because of this high number of levels. Are our managers clear of what they are supposed to deliver? I would want you all to meet me with a clear action plan on each of the issues that I have highlighted. Let us gear up and prepare for the future and make Tech Soft great again.” He ends.</p> <p>Q-1 According to Mr. Ramesh Parihar, what management problems is the Company TechSoft facing? Describe the problems in detail</p> <p>Q-2 By delivering this speech which management function Mr. Ramesh is executing? If you are the Deputy CEO of TechSoft, and Mr. Ramesh is your boss, what changes will you like to implement in the company. Give justifications for your answer</p>	<p>25</p>	<p>CO4</p>
<p>*****End of the paper*****</p>			