



Institute of Engineering & Technology
JK Lakshmipat University, Jaipur
END TERM EXAMINATION 2021-22

BCA (II SEM.)
Subject Code: IL1103
MM: 40Marks

Principles of Management
Time: 2 Hour

All Questions are application oriented. Use appropriate language which reflects critical thinking in taking decision making related to applicability of theoretical concepts. Questions in section A contains one mark for each.

Q.1

Section A

- a) Selection is a positive process while recruitment is a negative process. (True/ False)
- b) Future oriented control is also known as Feed forward control. (True/ False)
- c) Leadership Includes supervision, Communication and Motivation. (True/ False)
- d) Managers should always use positive motivation techniques. (True/ False)
- e) Which Function of Management is closely linked with control function of Management?

Section B

Q.2 Mr. Rastogi has recently joined Anny Pvt. Ltd in Bangalore as a senior HR Manager. He found after some analysis and through observations that KSA's of employees are not matched with the current positions given to them. Also, number of employees is not right looking into short-term and long-term needs of company. In this situation which part of staffing function is suffering. If you were at Rastogi's place what process and ways you would follow for long term and short-term manpower planning. How Reddy can get right kind manpower using job description & job analysis? **(5 + 5 Marks)**

Or

Indian blue collar workers are still motivated by physiological and security needs. How-ever in case of managers the important motivators are personal growth and development, recognition for good work and accomplishment. In the light of this sentence, compare Maslow's need hierarchy theory with Herzberg Two Factor Theory. **(5 +5 Marks)**

Q.3 Parul Ltd. was well known for its working environment among prospective candidates. This company was a well-functioning and an effective enterprise, combining hard work with equal amount of leisure. After few years management of company changed and resultantly working conditions were also drastically changed. No longer employees were allowed for personal connect and were treated as source of production and their feeling, emotion and motivation were considered secondary. As a result of this productivity hampered badly and frustration of employee's lead to lower revenues.

Based upon Managerial grid proposed by Black and Mouton discuss the Leadership style of Old Management and New Management. Discuss in brief, five styles of leadership of managerial grid. If you get a chance to be a part of Management which style would you like to select and why? **(10 Marks)**

Q.4 Mr. Sundar was production head in Jaipur unit of Silicon vally ltd. Under his guidance this unit was working properly and targets were achieved by the team. On the other hand, Jabalpur unit of the company was not able to do so. Company transferred Sundar in Jabalpur unit. Sundar was little bit autocratic and believed in centralization of power. He suspended two supervisors for being careless in their task and gave direct message to their subordinates. After six months of his joining, he turned around the performance of unit and now it was generating profits. Company again called up Sundar in Jaipur unit. After two months of sundar's return, Jabalpur unit started converting its profits into loseers.

In this case, you are required to analyse Sundar's style of leadership at Jabalpur unit. Do you think any new leader with participative and free rein style will be able to achieve organizational goals at this unit. Justify your answer with proper reasons? **(8 Marks)**

Q.5 Each Organization wants to establish a good control system but mostly fails to do so. Elaborate the reasons of failure of control system. What are the essentials of effective control system? **(3+4 Marks)**