



JK LAKSHMIPAT UNIVERSITY, JAIPUR
INSTITUTE OF MANAGEMENT
END TERM EXAMINATION (January 2021)
BBA-I Semester

Time: 2 Hours

MM: 40 Marks

Course: Foundation of Management

Course Code: LS1101

Instructions: All Questions are compulsory and application oriented. Use appropriate language which reflects critical thinking in taking decision making related to applicability of theoretical concepts.

Q.1

Section A

- a) Steering control techniques measure the performance after work is completed, hence it is like post-mortem. (True/ False) 5
- 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. Reddy has recently joined Anny Pvt. Ltd in Bangalore as a senior HR Manager. 1+6+3

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 Reddy'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?

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 resultant 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. 4+5+1

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?

Q.4 Mr. Sundar was production head in Jaipur unit of Silicon vally Ltd. Under his 5+5

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 losses.

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?

- Q.5 Each Organization wants to establish a good control system. What are the essentials of effective control system? 5