



**Institute of Management
JK Lakshmipat University
Jaipur**

END TERM EXAMINATION 2017

Programme: BBA I / BCOM I Semester

MM: 50 Marks

Sub: Foundation of Management

Time: 3 Hours

Subject code: GN 13

Instructions: Attempt any three questions from Section A. Section B is compulsory.

Section A

Q1. "The work of Taylor and Fayol was, of course, essentially complementary". Do you agree? Give reasons. Brief account the contributions to management thought made by Elton Mayo. (10 marks)

Q2. "The essence of a strategy is in being different from rivals." Support this statement by taking examples of Mission and Vision statements of any two industry rivals. (10 marks).

Q3. "Sound Organization structure is an essential prerequisite of efficient management" Describe this statement and briefly explain various principles which should be followed in developing organization structure. (10 marks).

Q4. Write short notes on Job Description, Job Analysis, Job Specification and Staffing from a global perspective. Design a Notice including all information about Job Design. (10 marks).

Q5. Explain "Fiedler's Model". Compare this with "Hersey Blanchard Model and Robert J. House's Model" of Leadership. Which Contingency Leadership Approach you suggest best. . (10 marks).

Section B

Q6. Ramoji Rao is incharge of a bindery in Vijayawada, which employs fifteen people, five of whom work in the factory. Three of these employees run machines, one supervises and the fifth moves the blank paper and finished print by handcar. This fifth position, which demands no skill other than driving a handcar, needs to be filled and three applicants have responded.

The first is Mr. Matti Anjaiah who is thirty five, unmarried and a Navy veteran. Ajaiah has poor work record. During his five years in Vijayawada he has worked only as a seasonal laborer on occasional odd jobs. He drove a forkfit in the Navy, while working at Vishakhapatnam. He has a strong build, which could help, although the work is generally light.

Mr. Nehal Singh, age twenty-two, came to Vijayawada two years back from Punjab. He has done from labour for many years and assembly-line work for one year. His command of English is poor (but can speak the regional language, Telugu, Fluently). He resides with his mother and seems certain to remain in the area for some time. After having run farm equipment he should have no trouble steering a handcar.

Mr. Vandaveeti Raja is a local boy who finished high school two years ago. Subsequently he got a diploma from a local institute and is currently employed as an assistant in Savani Transport Company, Vijayawada. His character references are excellent. Mr. Raja is small, but he seems quick and was track star in high school.

- E. How much consideration should be given to Mr. Ajaiah's poor work record? Should Mr. Ramoji Rao check to verify it?
- F. How important is command of English to the job? How quickly could Mr. Nehal Singh learn enough English to be effective?
- G. Should Mr. Raja get the job? Should his excellent character references be given more weight than inexperience?
- H. Who should be hired? Why?