

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA , Summer 2018 - 19 Examination**

**Semester: 1**  
**Subject Code: 06200102**  
**Subject Name: Principles of Management**

**Date: 03/05/2019**  
**Time: 10:30am to 1:00pm**  
**Total Marks: 60**

**Instructions**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

**Q.1 Do as Directed.**

- A). Multiple choice type questions/Fill in the blanks. (Each of 1 mark) (05)**
1. A written statement of the main duties and responsibilities which a particular job entails is
 

a) Job analysis	c) Job description
b) Job specification	d) Job evaluation
  2. A \_\_\_\_\_ Outline the expected results of a given future period in numerical terms
 

a) Program	c) Policy
b) Budget	d) Procedure
  3. Who is known as “ Father of Scientific Management “
 

a) Henry Fayol	c) Gilberth
b) ) F.W.Taylor	d) Juran
  4. As a manager moves to higher positions in an organization the ability to make \_\_\_\_\_ becomes \_\_\_\_\_ important.
 

a) Programmed; less	c) Non-programmed; less
b) Non-programmed; more	d) Programmed; much more
  5. The process where a manager shares his work and authority with his subordinates is \_\_\_\_\_
 

a) Decentralization	c) Delegation
b) Responsibility	d) Decision making

- B). Define the following. (Each of 1 mark) (05)**
1. Span of control
  2. Departmentation
  3. Zero base budget
  4. MBO
  5. Matrix organization structure

- C). Direct questions. (Each of 1 mark) (05)**
1. What is feed forward controls?”
  2. What are the levels of management along with managerial skills required at all the levels?
  3. What is Blue Ocean Strategy?
  4. Explain 360 degree performance appraisal Method.
  5. What are the types of budgets?

**Q.2 Answer the following questions.**

- A).** Explain the difference between centralization and decentralization. What are the factors influencing decentralization? **(07)**
- B).** Which are the principles given by Henry Fayol and Frederick Taylor can be used to structure an organization? Describe application of it in detail. **(08)**

**Q.3 Answer the following questions.**

- A).** “Management is oldest of the arts and youngest of the sciences”. Discuss **(07)**
- B).** What are the steps involve in HRM process? Are Managers likely to be engaged in more than one step at a time? Why or Why not? **(08)**

**Q.4 Attempt any two questions. (Each of 7.5 mark)**

**(15)**

1. ABC Technologies Inc. President wants to take a group decision along with its employees for identifying new uses of technology. Advise ABC Technologies President with different steps for decision making of their new uses of technology.
2. What are the steps in the control process? What are the elements in each step?

**3. Case Study**

Leo Harris, one of your assistants in a fire insurance company, is in charge of a group of clerical workers who review changed policies, endorsements, and riders, calculate commissions, and maintain records.

He is meticulous, and everything coming out of his group is perfect. He does not delegate authority and responsibility, but rechecks in detail all the work turned out by his group. He keeps turning back to them careless and inaccurate work until it is perfect. As a result, he is busy from early morning until late at night doing detail work and neglecting his role as a supervisor.

His workers have figured him out and are taking it easy. They do slap-dash work and correct it as often as he returns it. You are afraid that Harris is overworking and heading for a nervous breakdown. You have told him in general terms to delegate authority and responsibility and to discipline his group. He says that you just can't find people anymore who have pride in their work or concern for the company and that if he fires any of his people or they quit the replacements would probably be worse.

1. What are some of the reasons why do people do not delegate authority and responsibility?
  2. What are Harris' responsibilities as a supervisor?
  3. How can you go about developing them in him?
4. What are the different methods of budgetary control used by organization and how it can make it very effective?