

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons) Summer 2018–19 Examination

Semester: 3**Subject Code: 16104201****Subject Name: Management Principles and Applications in HRM****Date: 24/04/2019****Time: 2:00pm to 4:30pm****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. (Each of one mark)****(06)**

1. In the term PODSCoRB, what does B stand for?

a) Board of Directors	b) Banking
c) Budgeting	d) Book Keeping
2. Which of the last step in controlling?

a) Measuring Performance	b) Setting Standards
c) Corrective Measures	d) Comparing Performance
3. Mckinsey coined the term _____.

a) Planning	b) Employer Branding
c) Knowledge Management	d) Talent Management
4. _____ is known as the father of Modern Management.

a) Peter Drucker	b) F. W. Taylor
c) Henry Fayol	d) Elton Mayo
5. The process of identifying, planning and implementing change is known as _____.

a) Change Management	b) Change Organization
c) Change Agent	d) Change Implementation
6. Chester Barnard gave the idea of _____.

a) Informal Management	b) Informal Behavior
c) Formal Behavior	d) Formal Management

B) Definitions / One-liners / Terms. (Each of one mark)**(06)**

1. Define Selection.
2. Define Management.
3. What do you understand by the Esprit De Corps?
4. Who is Change Agent?
5. Define Decision Making.
6. Define Forecasting.

Q.2 Numerical / Short Note Questions. (Each of 04 mark)**(12)**

1. Explain the Elements of Delegation of Authority.
2. Can we consider Management as an Art? Justify your answer with appropriate explanation.
3. Write a brief note on Corporate Social Responsibility.

Q.3 Answer the following. (Any Three)**(18)**

1. Explain in detail the Hierarchy of Needs Theory.
2. Discuss in detail the barriers to communication.
3. Every plan is an outcome of step by step process of discussion. Justify this statement by explaining the planning process.
4. Discuss in detail the concept and importance of decentralization.

Q.4 Answer the following. (Any two)**(18)**

1. Explain in detail the hawthorn experiment.
2. Define Recruitment. Explain the sources of recruitment in detail.
3. Distinguish between Administration and Management.