

Seat No: _____

Enrolment No: _____

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com (Hons), Winter 2017–18 Examination

Semester: 3

Date: 18/12/2017

Subject Code: 16104201

Time: 10:30 am to 1:00 pm

Subject Name: Management Principles and Application in HRM

Total Marks: 60

Instructions:

1. Attempt all questions as directed.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.

Q.1 (A) Do as directed (MCQ, True or False) (1 mark each. All Compulsory) (06)

1. Which one of the following is the first step in planning process?
 - a) Setting objectives
 - b) Choosing alternatives
 - c) Identifying alternatives
 - d) Follow up
2. Degree of Decentralization indicates:
 - a) Degree of delegation of authority
 - b) Degree of responsibility
 - c) Degree of power
 - d) Degree of accountability
3. Staffing involves which one of the following?
 - a) Planning
 - b) Filling organizational positions
 - c) Delegating
 - d) Providing
4. Which of the following is not an element of directing?
 - a) Guiding employees
 - b) Motivating employees
 - c) Instructing employees
 - d) Controlling employees
5. Which one of the following is not a need of Maslow's Need Hierarchy Theory?
 - a) Esteem Need
 - b) Social Need
 - c) Expectancy Need
 - d) Safety Need
6. Which one of the following statement is true?
 - a) Planning is backward looking.
 - b) Planning provides base for control.
 - c) Planning is done after controlling
 - d) Planning and controlling are not related.

(B) Do as directed (Definitions / One-liners / Terms) (1 mark each. All Compulsory) (06)

1. What is scientific management?
2. What is called delegation of authority?
3. State the names of various types of tests conducted for selection process.
4. Define Directing.
5. What are committees?
6. What is recruitment?

- Q.2 Answer the following. (4 mark each. All Compulsory) (12)**
- A. “ Planning is the primary function of management.” Explain.
 - B. What are the features of informal communication?
 - C. “Planning and controlling are two sides of the same coin.” Explain.
- Q.3 Answer the following. (6 mark each. Any Three out of Four) (18)**
- A. Explain :
- i. Functional Organisation with its formation.
 - ii. Matrix Organisation
- B. Explain the Maslow’s hierarchy of needs with diagram.
- C. Explain in detail the various stages of controlling process.
- D. Critically analyse the different types of teams with diagram.
- Q.4 Answer the following. (9 mark each. Any Two out of Three) (18)**
- A. Describe Henry fayol’s principles of management in detail.
 - B. What is Recruitment? Discuss in detail the internal and external sources of recruitment.
 - C. Explain in detail the steps involved in the process of decision making.