

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com.(Hons) Winter 2019-20 Examination

Semester: 3

Date: 18/12/2019

Subject Code: 16104201

Time: 10:30 am to 1:00 pm

Subject Name: Management Principles and Application in HRM

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. Match the following:

1) Hawthorne Experiment	a) F.W.Taylor
2) Bureaucracy	b) Henry Fayol
3) Scientific Management	c) Elton Mayo
4) Administrative management	d) Max Weber
2. Sensitivity Training is also known as

a) In-Basket exercise	b) T- Group training
c) Vestibule training	d) Operative training
3. Conflict is

a) sometimes constructive	b) an unavoidable fact of life
c) a destructive force in relationships if continually avoided	d) all of the above
4. The following is (are) the element(s) of control

a) Authority and knowledge	b) Guidance and direction
c) Constraint and restraint	d) All of the above
5. Management is said to be the combination of three factors, arts, science and the third is

a) Profession	b) Authority
c) Communication	d) None of the above
6. The Need for Achievement Theory was given by _____.

a) Victor Vroom	b) David McClelland
c) B.F.Skinner	d) A.H.Maslow

B) Give the meaning of the following Terms. (Each of one mark) (06)

1. Management
2. Organisation structure
3. Motivation
4. Communication
5. Executive Development
6. Vestibule training

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

1. List out the principles of management given by Henry Fayol.
2. Give the difference between Centralisation of Authority and Decentralisation of Authority.
3. Management is an Art as well as science. Discuss the statement.

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

1. Write a note on Hawthorne Experiment.
2. List out the types of controlling techniques and explain any TWO.
3. What are the characteristics of an Effective team?
4. Discuss the decision-making process.

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

1. Explain and Critically evaluate Maslow's Need Hierarchy and Herzberg's motivation theories.
2. Describe the procedure followed by an HR Dept. for employee selection.
3. Which are the types of training methods? Explain Any 3 Off-the-job training methods.