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:- BUSINESS MANAGEMENT GROUP :-
MANAGEMENT & ORGANISATION DEVELOPMENT
(PAPER – III) (NOV- 2019)

Hours)

[Total Marks : 100

- N.B 1. Question no.1 is compulsory.
 2. Attempt any four questions from Q.2 to Q.8
 3. All questions carry equal marks.

Q.1. Explain the following concepts (any 5)

(20)

- a) Levels of Management
- b) Mission
- c) Departmentation
- d) Informal organisation
- e) Job Analysis
- F) Recruitment
- g) Intrinsic Motivation
- h) Time Mangament

Q2. a) Define the term ' Management'. Discuss Management is as a Profession.

(10)

b) Evaluate any one management thought from school of Management.

(10)

Q3. a) State the components of plans for the business organization.

(10)

b) Enumerate the steps in decision-making process.

(10)

Q4 a) Write briefly on the effective Delegation of Authority .

(10)

b) Explain in detail the importance of decentralization.

(10)

Q5. a) Bringout the importance of Human Resource Management for the organization.

(10)

b) Describe the barriers to communication.

(10)

Q6. a) Explain the meaning and importance of Co-ordination.

(10)

b) Explain the different styles of leadership.

(10)

Q7. a) Discuss the different techniques of controlling.

(10)

b) Write a brief note of Organizational Development.

(10)

Q8.Case-Study

Mr. Adam Shricit is a talented and well experienced human resources manager of Shinning Moon Company. He undertakes his role of HR manager by being an administrative expert and a change agent. He has always been an inspiration for his subordinates and the employees whose performance is measured and appraised by him. Seven years of experience of working in HR departments helped Mr. Adam Shricit to get acquainted with various Performance Appraisal methods for evaluating the performance of his employees in a better way every time.

He had always been implementing only those methods which he found result-oriented.He planned for the performance appraisal and required adequate training to the employees in the organization. Additionallyalso provide concrete feedback and evaluate their current job performance to determine transfer, retention and termination of employees. He has gained good amount of respect and faith from his employees due to his appropriate and fair performance appraisal techniques that facilitated the uses of performance appraisal. The mostly used techniques by him are Checklist method, 360°Feedback and Assessment centers.

- a. Suggest Mr. Adam Shricit some more methods of Performance Appraisal.
- b. Bringout the importance of360 degree feedback and assessment.
- c. Give the benefits of training and development.

(10)

(05)

(05)

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Frederick Francis Sharles



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