

*Immediately write your Roll No\_\_\_\_\_*

**Bharati Vidyapeeth's  
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A-4, Paschim Vihar, New Delhi-63**

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**MCA-01<sup>st</sup> Sem, Internal Examination, Batch: 2016-19**

**Subject: Principles and Practices of Management      Paper Code: MCA109**

**Max. Marks: 45**

**Max. Time: 02 Hrs.**

**Note: Attempt all questions...**

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**Q.1. Attempt any FIVE questions: -      (3X5=15)**

- a) "Management process is considered to consist of certain functions." Elaborate and list these functions in a logical order.
- b) "Forecasts are only estimates of future conditions and not indicators of actual positions." Discuss this statement and bring out the limitations of forecasting.
- c) Are management and administration different? Resolve their terminological conflict through American viewpoint, Brech and modern approach.
- d) On-the-Job training and Off-the-job training. Discuss the relationship between levels of management and training techniques.
- e) "Decision making is the primary task of the management." Discuss this statement and explain the various types of business decisions.
- f) "Job enlargement and job enrichment are important means of motivating job-holders to achieve higher productivity and derive job satisfaction." Comment.
- g) Briefly explain the concept of span of control? As a manager, do you prefer wide or narrow span?

**UNIT-I**

**Q.2. Attempt all questions-      (5X2=10)**

- a) "Management is the process by which managers create, maintain, and operate purposive organization through coordinated, cooperative human efforts." In the light of this statement explain the concept of management and bring out its importance in present - day context.
- b) Bring out the significance of the statement, "effective management is always contingency or situational management." How does systems approach of management differ from contingency approach?

**OR  
(5X2=10)**

- a) Explain the Concept of Business Ethics and Social Responsibility. "In Indian organization, the social responsibilities are more in theory than in practice." Do you agree with this statement? Explain.
- b) In what respect have Fayol's principles of management resulted in contributions to management methods that are different from the techniques of Taylor's scientific management?

## UNIT-II

**Q.3. Attempt all questions- (5X2=10)**

- a) Illustrate the concept of Management by Objectives (MBO)? A large organization consults you for introducing management by objective. How will you explain the benefits and the problems of MBO? What steps will you advise the organization to take for successful introduction and operation of MBO?
- b) "Planning is an intellectual process, pervasive, the conscious determination of courses of action, the basis of decisions on purposes, facts, and estimates." Discuss this statement and identify the steps involved in planning process.

OR

**(5X2=10)**

- a) Do you agree with the view that there is no single one best way of departmentation applicable to all organizations or situations? Give reasons in support of your answer and describe various bases of departmentation.
- b) Distinguish between line and line & staff functions? Compare line and line-staff organizations. Discuss the situations in which line and staff organization can be used fruitfully. Which of these will be appropriate for a large organization?

## UNIT-III

**Q.4. Attempt all questions- (5X2=10)**

- a) "Performance appraisal is the systematic evaluation of the individual with respect to his performance on the job and his potential for development." Discuss this statement and explain the significance of performance appraisal. What are the different methods of performance appraisal?
- b) "Theory X and Theory Y are concerned with the nature of people." How do McGregor's theory X and theory Y of human behavior help motivation of employees? How does the job situation affect the application of this theory? Do you think an integrated approach and mixture of these theories may be more effective in our country?

OR

**(5X2=10)**

- a) Discuss the system approach to staffing? How is it important to an organization? Discuss how every manager is responsible for staffing.
- b) Critically examine Frederick Herzberg's two factor theory. Make a comparison between theories of Herzberg and Abraham Maslow's motivation theory based on hierarchy of needs. Which of the theory do you prefer in Indian context and why?

**\*\*\*\*\*ALL THE BEST\*\*\*\*\***