

Bharati Vidyapeeth's
Institute of Computer Applications and Management
A-4, Paschim Vihar, New Delhi-63

MCA-FIRST Semester, Model Question Paper II

Paper Code: MCA -109	Subject: Principles and Practices of Management
Time: 3 Hours	Maximum Marks: 75
Note: Attempt FIVE questions in all. Question No. 1 is compulsory and attempt one question from each unit.	

1.	Answer all the following questions briefly:-	2.5 x 10 = 25
	(a) Do you agree with the statement that, "If a right person at right job with right privileges, pertaining job with right methods can be more productive for the organization." If yes, justify your answer with suitable examples.	
	(b) "Planning is a pervasive in nature." Justify this statement.	
	(c) What are the principles of Taylor's scientific management?	
	(d) On-the-Job training and Off-the-job training.	
	(e) Explain David McClelland's Three-Need Theory.	
	(f) Write short note on "Approaches for Improving Motivation".	
	(g) You are a bright, hard-working entry-level manager who fully intends to rise up through the rank. Your performance evaluation gives you high marks for your technical skills but low marks when it comes to people skills. Do you think people skills can be learned, or do you need to rethink your career path? If people skills can be learned, how would you go about it?	
	(h) "Management is considered as Multi-disciplinary subject". Comment.	
	(i) Distinguish between formal and informal communication.	
	(j) "A good leader is one who understands his subordinates, their needs and their sources of satisfaction". Comment.	
UNIT - I		
2.	(a) "F.W.Taylor is said to be the father of scientific management and Henri Fayol, the father of principles of management." Explain this statement.	6
	(b) 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.	6.5
3.	(a) "Fayol was of the opinion that his principles are not only applicable to business organisations, but could be applied to social, political, religious and other organisations also with the same degree of clarity and success." Discuss and give arguments for and against universality concept.	6
	(b) "Management is regarded as an art by some, science by others and in exact science by many more. The truth seems to be somewhere in between." In the light of this statement explain the nature of management.	6.5
UNIT - II		
4.	(a) Explain the concept of span of control/span of management. Explain the concept of 'Narrow and Wide span of control' with suitable example.	6
	(b) "Almost every position in any business is a decisional centre." Do you agree? Amplify the above statement and describe the different steps in the Process of	6.5

		decision making.	
5.	(a)	Discuss the basic considerations to be kept in view while designing an organization structure.	6
	(b)	Discuss the role of planning in a modern business organisation. Enumerate the steps involved in planning process.	6.5
UNIT - III			
6.	(a)	Define manpower planning? Discuss how every manager is responsible for staffing.	6
	(b)	Explain Herzberg's two-factor theory and differentiate it from Maslow's theory of need hierarchy.	6.5
7.	(a)	Define promotion. Compare the merits and demerits of recruitment through promotion and recruitment from outside.	6
	(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?	6.5
UNIT - IV			
8.	(a)	What do you mean by managerial control? What are the basic steps in the process of controlling?	6
	(b)	"Leader decides the future of organization, Different leadership styles exist among leaders in different times and in different situations". Discuss and give the important leadership styles.	6.5
9.	(a)	Explain the concept of total quality management. Describe its elements and importance.	6
	(b)	Why are organizational changes often resisted by individuals and groups within the organization?	6.5