POKHARA UNIVERSITY

Level: Bachelor   Semester: Spring   Year   : 2025
Programme: BE   Full Marks : 100
Course: Engineering Management   Pass Marks : 45
                                                   Time   : 3 hrs.

Candidates are required to give their answers in their own words as far as practicable.

The figures in the margin indicate full marks.

Attempt all the questions.

1. a) What is management? Explain the functions of management. 7

   b) Explain the types of organization and the importance of management in technology driven environments. 8

2. a) What is Planning? Write about its various characteristics. Why is planning so necessary for any organization? Write down the limitations of planning? 7

   b) What is organizing? Write down the various processes of organizing. What are the merits and demerits of organizing? 8

   OR

   What is an organizational structure? Explain the various types. Which organizational structure is more suitable for an Engineering Project? Discuss with your logic. What are the various planning tools readily available for planning purpose?

3. a) Highlight the key challenges faced by leaders managing technical workforce. Propose solutions to overcome these challenges effectively. 7

   b) Compare and contrast Maslow's Hierarchy of Needs and Herzberg's Two-Factor Theory. How are these theories applied in organizational settings? 8

   OR

   Define leadership. Analyse the different leadership styles to their impact on team dynamics.

4. a) What is human resource management? Describe its importance. Write down the objectives of HRM. Discuss the various functions of HRM with relevant examples. 7

	b)	What do you mean by Human Resource Planning? What is a job? Differentiate between Job Analysis, Job Specification and Job Description.	8
5.	a)	Do you agree that the performance appraisal is a sensitive issue? Explain some of the popular methods to carry out appraisal.	7
	b)	Explain the types of control. Give some examples of ICT tools for effective control of engineering projects.	8
6.	a)	What is digital disruption? Illustrate change management with examples.	7
	b)	How is innovation different from invention? Do you agree that artificial intelligence is a prominent tool in creating inventiveness within an organization?	8

7.   Write short notes on: (**Any two**)   2×5

   a)   Virtual Organization

   b)   Equity Theory

   c)   Quality Management