

ISLAMIC UNIVERSITY OF TECHNOLOGY (IUT)
ORGANISATION OF ISLAMIC COOPERATION (OIC)
Department of Computer Science and Engineering (CSE)

MID SEMESTER EXAMINATION
DURATION: 1 Hour 30 Minutes

SUMMER SEMESTER, 2016-2017
FULL MARKS: 75

CSE 4807: IT Organization and Management

Programmable calculators are not allowed. Do not write anything on the question paper.
 There are 4 (four) questions. Answer any 3 (three) of them.
 Figures in the right margin indicate marks.

- a) Identify and define the six elements of organization structure. 7
 - b) Describe the steps in typical MBO program. Also mention the potential problems with MBO program. 5+3
 - c) Define the following terms: 3×2
 - i. Validity of Prediction.
 - ii. Reliability of Prediction.
 - iii. 360-degree Feedback
 - d) Identify the two types of decision problems and the two types of decisions that are used to solve them. 4
- a) Summarize the effect of strategy, size, technology, and environment on organization structures. 5
 - b) Define Locus of Control. Explain how managers can shape employee behavior. 2+6
 - c) Consider the following stereotype investment decision making example. 3×4

TABLE I
The Investment Decision Making Example

		States of Nature			
		Growth	Medium G	No Change	Low
Actions	Bonds	12%	8	7	3
	Stocks	15	9	5	-2
	Deposit	7	7	7	7
		G	MG	NC	L

The states of nature are the states of economy during one year. The problem is to decide what action to take among three possible courses of action with the given rates of return as shown in Table 1 when,

- i. The manager is optimistic
- ii. The manger is pessimistic
- iii. The manager wants to minimize his regret.

For each of the cases, show necessary calculations.

- a) Explain the hierarchy of Needs theory. 4
- b) What is Fiedler contingency model of leadership? Identify the difference between Trait Theory and Behavioral Theory of leadership. 6+2
- c) Describe the control process and also distinguish among the three types of control. 4+4
- d) Outline the steps in strategic management process. 5

4. a) Based on Follower's Readiness, describe the leadership model given by Hersey and Blanchard.
- b) Identify how dissonance is related to employee satisfaction and productivity.
- c) Describe the management implications of a diversified workforce. Also explain the effect of workforce diversity on motivational practices.
- d) What are the liquidity test and leverage test? Describe the ratios regarding these tests and their implications on the basis of organization's financial situation.