

POKHARA ENGINEERING COLLEGE

Level: Bachelor
Programme: BE
Year : 2024
Full Marks : 100
Pass Mark : 45
Course: Engineering Management
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 do you understand by engineering management? Briefly explain the engineering functions in organizations. 7
b. What do understand by organization? Explain formal and informal organization with suitable examples. 8
2. a. What is planning? Explain different levels of planning. 7
b. What is organizing? Explain line and staff organizational structure with a suitable figure. 8
3. a. Suppose your organization is planning to follow the motivation theory of *need hierarchy of Maslow*. Based on his theory, explain what things are to be considered and how do you motivate your staff? 7
b. What is meant by human resource management? Briefly explain different functions of human resource management. 8
4. a. What is meant by training? Explain different methods of training. 7
b. What are the challenges of motivating employees in ICT based organizations. 8
5. a. Explain different steps involved in selection process. 7
b. What is your opinion regarding conflict in organizations? Are conflicts always bad for organizations? What are the sources of conflict? 8
6. a. Briefly explain the different types of performance appraisal techniques. 7
b. Explain different methods of conflict resolution techniques. 8

7. Write short notes on **any two**:

2×5

- a. Innovation and disruption
- b. Change management
- c. Process of control
- d. Learning organization in ICT industry

The end