

## POKHARA UNIVERSITY

Level: Bachelor  
Programme: BE  
Course: Engineering Management

Semester: Fall

Year : 2024  
Full Marks : 100  
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) Discuss the Principles of Management and its relevancy in technology driven environment. 7
- b) What are the roles and responsibilities of an engineering manager? Explain with examples. 8
2. a) Explain the levels of planning (strategic, tactical, and operational) with suitable examples highlighting their differences and interconnections. 7
- b) Discuss the emerging planning and organizing issues faced by ICT enterprises. How can these challenges be addressed effectively? 8

**OR**

Discuss the characteristics and applications of modern organization structures (matrix, network, hybrid) in dynamic business environments.

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? Discuss the primary functions of Human Resource Management. 8
- b) Why is control important in an organization? Explain how it ensures the successful execution of engineering projects. 7

5. a) Briefly describe about Appraisal and describe the various performance appraisal methods to effective Human Resource Management. 7
- b) Discuss the importance of ICT tools in enhancing control and efficiency in engineering projects. 8
6. a) Describe common techniques for conflict resolution in engineering teams. How do these techniques improve team collaboration? 7
- b) Define innovation management and disruption. How can engineering managers balance both to maintain competitiveness? 8
7. Write short notes on: (**Any two**) 2×5
- a) Virtual Organization
- b) Importance of planning
- c) Expectancy theory