

# POKHARA UNIVERSITY

Level: Bachelor  
Programme: BE  
Course: Organization and Management

Semester: Fall

Year : 2018  
Full Marks: 100  
Pass Marks: 45  
Time : 3hrs.

*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. c) Management has been defined as “getting things done through people.” Comment on this statement. 7  
d) What are the major qualities of leader? Explain briefly the leadership style based on managerial grid theory with suitable example. 8
2. c) Explain the dual Factoral theory of motivation with examples. 8  
d) Define organization structure. Differentiate between line organization and matrix organization. 7
3. c) Define leadership and why do you think that most of the managers nowadays follow MBO approach. Justify. 8  
d) Briefly describe the sources of recruitment. 7
4. c) What do you mean by Training and development? Describe about the types of job trainings. 7  
d) Who are the actors of labor relation? Describe the roles of any two actors in labor relation process. 8
5. c) What is conflict? Discuss how conflict can be resolved. 7  
d) Differentiate between personnel management and human resource management. 8
6. c) Define trade union. Briefly describe about the emerging industrial relations in Nepal. 7  
d) Define performance appraisal. Why it is necessary in management. Explain methods of performance appraisal. 8
7. Write short notes on: **(Any two)** 2×5
  - d) Job Description
  - e) Authority and responsibility
  - f) Collective bargaining