

POKHARA UNIVERSITY

Level: Bachelor

Semester: Spring

Year : 2018

Programme: BE

Full Marks: 100

Course: Organization and Management

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. a) What management is and how its concept has been changing with time? Describe. 7
b) Informal organization is more powerful compared to formal organization when it comes to dissemination of information. Do you agree? Discuss. 8
2. a) Without motivation smooth running of organization is impractical? Explain your logics with examples. Compare Maslow's hierarchy of need with Alderfer's ERG theory. 8
b) Nepalese organization is facing problem of motivation from employee. Do you agree with this statement? Write some contemporary issues of Motivation in Nepal. 7
3. a) Define human resource management? Discuss different functions of HRM. 7
b) What is recruitment? Discuss different sources of recruitment. 8
4. a) What is Industrial Relations? Discuss the challenges of industrial relations in Nepal. 8
b) Discuss how trade unions can help improve employee discipline and confirm employee health and safety. 7
5. a) Discuss the importance of study of Human behaviour for effective management. 8
b) What are the sources of conflicts? Describe about the different types of conflicts. 7
6. a) "An organization gets affected by the diversity of human interaction." Justify the statement. 8

- b) Write causes and settlement of grievances handling in Nepalese organization. 7

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

- a) Matrix organization
- b) Arbitration Vs Litigation
- c) MBE
- d) Employee health and safety