

POKHARA UNIVERSITY

Level: Bachelor
Programme: BE
Course: Organization and Management

Semester: Fall

Year : 2019
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. a) What is management in an organization? Explain various function of the management. 8
b) Briefly explain advantages and disadvantages of matrix organization. 7
2. a) Organization chart is foundation of good management. Justify this statement with reason. 7
b) Briefly discuss learning organization and its characteristics? Explain the importance in the context of competitive market and dynamic business environment. 8
3. a) Define human resource management. Discuss different functions of HRM. 8
b) What are the elements of compensation? Explain the recruitment process in detail. 7
4. a) What do you mean by personnel management? Explain the components of job analysis. 8
b) Describe the different sources of conflicts with its solution in detail. 7
5. a) Write weaknesses of trade union. Explain how a trade union maintains good industrial relation in an industry. 8
b) What is collective bargaining? Describe the process. 7
a) "Conflict Management is continuous process of improvement of an organization." Yes or No? Discuss. 8
b) What are the methods of resolution of disputes? Briefly describe the principles of Negotiation. 7
7. Write short notes on: (**Any two**) 2×5
 - a) Organization structure
 - b) Need hierarchy
 - c) Health and safety