

**SDM COLLEGE OF ENGINEERING AND TECHNOLOGY,  
DHAVALAGIRI, DHARWAD – 580002**



**ENGINEERING MANAGEMENT AND ENTREPRENEURSHIP  
ASSIGNMENT - I**

*Submitted by*

**ARAVIND N**

**2SD15CS018**

*in partial fulfilment for the award of the degree*

*of*

***Bachelor of Engineering***

*In*

**Computer Science and Engineering**

**Submitted to  
ASST.PROFESSOR YASHODHA S**

**7th Semester B.E.,**

**Academic Year: 2018-19**

---

## **ORGANIZATION : Hongirana School Of Excellence, Amatekoppa**

Hongirana School of Excellence, Amatekoppa is an educational institution. There are many objectives. The most important of those are mentioned here:

### **Objectives:**

1. Knowledge based learning.
2. Learning with nature.
3. Exposure to the industry oriented approach.
4. Transformation from the syllabus based approach to real world oriented approach.
5. Providing affordable quality education to the rural children.
6. Imparting education to the talented, poor children at a highly subsidized fee.
7. Inculcating human and cultural values in the children.
8. Undertaking social, cultural, literary projects benefiting public at large.

### **Planning:**

a. Purpose of planning :

- To achieve the objectives mentioned above.
- It is necessary to decide the paths and ways to accomplish the objectives.

b. Decision making :

A decision can be defined as a course of action purposely chosen from a set of alternatives to achieve organizational or managerial objectives or goals. Decision making process is continuous and indispensable component of managing any organization or business activities.

In the above mentioned organization, following steps are followed while decisions are made. They are:

Step 1: Identification of the purpose of the decision.

In this step, the problem is thoroughly analysed. There are a couple of questions that needs to taken into account when it comes to identifying the purpose of the decision.

- What exactly is the problem?
- Why the problem should be solved?
- Who are the affected parties of the problem?
- Does the problem have a deadline or a specific time-line?

Step 2: Information gathering

A problem of an organization will have many stakeholders/persons. In addition, there can be dozens of factors involved and affected by the problem.

---

In the process of solving the problem, head of the institution will have to gather as much as information related to the factors and stakeholders involved in the problem.

Step 3: Principles for judging the alternatives.

In this step, the baseline criteria for judging the alternatives should be set up. When it comes to defining the criteria, organizational goals as well as the social culture should be taken into consideration.

As an example, profit, name and fame is one of the main concerns in every decision making process. Institutions usually do not make decisions that reduce profits, unless it is an exceptional case. Likewise, baseline principles should be identified related to the problem in hand.

Step 4: Brainstorm and analyse the different choices.

For this step, brainstorming to list down all the ideas is the best option. Before the idea generation step, it is vital to understand the causes of the problem and prioritization of causes.

For this, institution uses Cause-and-Effect diagrams Cause-and-Effect diagram helps institution to identify all possible causes of the problem. Then, they move on generating all possible solutions (alternatives) for the problem in hand.

Step 5: Evaluation of alternatives

Institution uses its judgement principles and decision-making criteria to evaluate each alternative. In this step, experience and effectiveness of the judgement principles come into play. They compares each alternative for their positives and negatives.

Step 6: Select the best alternative

Once they go through from Step 1 to Step 5, this step is easy. In addition, the selection of the best alternative is an informed decision since they have already followed a methodology to derive and select the best alternative.

Step 7: Execute the decision

They convert decision into a plan or a sequence of activities. Execute their plan by themselves or with the help of subordinates.

Step 8: Evaluate the results

They evaluate their outcome of decision. See whether there is anything they can learn and then correct in future decision making.

- c. Planning premises : Here Internal premises play a significant role. For classes to be conducted without disturbing the regular classes , classrooms and all the required resources have to be allocated after working hours too. This depends on the organization

---

and it's employees in the top level of management. It should be taken care that cultural activity do not disturb this process.

## **Organizing:**

- a. Purpose of organization: There are many subjects that the students have to master to clear the interview process and only one group or only person cannot do it. Thus, grouping of activities is necessary. For example : 3-4<sup>th</sup> year students can handle Data structures subject, other 3-4 students OS, etc. Some students should see through that all groups are doing their work to the expected level.
- b. Types of committees:
  - Student committee: This involves the students. Roles like School leader, class leaders, etc., comes here.
  - Student welfare committee: This involves the teaching faculty who listen to the students' opinion, ideas, problems and provide solution to the same.
  - Administration committee/Management Committee: This includes all the top level members of the organization. Example: Chairman, Principal, President, Secretary, etc.
  - Discipline Committee: This includes teaching and non-teaching staff members to enforce discipline among children.
- c. Various departments:
  - Different departments exist (Science, Social Science, Mathematics, Language and Literature, Computer Technology, Cultural, Sports department, etc.,)
  - Department which constitutes HOD, teachers, peons which manages all the activities and can be considered as the heart of the organization.
- d. Process of delegation:
  - The practical governance and policy-making of the School is delegated to the School Board. The School Board is effectively led by the Chair. The Board may also wish to establish Committees to maximise efficiency and effectiveness. The day-to-day management and operations of the School are delegated from the Board to the Principal.
  - Difficulties in delegation: On part of the faculty: Absence of the faculty might lead to problems. The faculty might always find his/her approach is always better than that of students. On part of the students: The students might take a step back to express their approach to the faculty. Lack of self-confidence.
- e. Factors determining the effective span:
  - Different subject groups should communicate with each other before they proceed to train their junior students because the subjects are interrelated. (example : Science and Social Science)
  - The senior students must have undergone some training before they can take any class to juniors. (It would be better if they have outside exposure, or have written any competitive exams or have represented the school in higher levels in any particular field).

---

## **Staffing:**

### a. Selection techniques :

- Candidates' grip on the particular subject and the approach of teaching, soft skills, student friendliness.
- Candidate's communication skills should be tested by the means of presentation, group discussion, etc.
- The technical knowledge and expertise should be tested by the means of written test and face to face interview. The test content depends on the job profile (The subject which the candidate has to handle).
- Personal data of the candidate to be considered i.e. Resume.

### b. HR Policies: They represent specific guidelines on various matters such as recruitment, training, promotion, compensation, etc.

## **Directing:**

### a. Type of Communication: The following systems of communication are preferable:

- Formal (According to the organizational structure) is preferable.
- Downward communication is necessary if the principal feels that certain improvements are needed in the training and classes provided to students (based on one's observation). In this example it happens from Principal of the school to HOD and from HODs to teaching faculty.
- Upward communication is also crucial. Students might have some demands and suggestions which could be a helping hand for the cause which is increase in placements. Faculty could suggest the same to the higher authority.
- Before any upward communication takes place, horizontal communication would be beneficial. Before communicating with the faculty about the suggestions and the changes required in training and placement, it would be better if students discuss with each other. The same applies for the teaching faculty also.
- Written communication is always considered preferable because, it is a professional way of communication.

### b. Barriers in the organization:

- Freedom of speech (Students to principal).
- Transparency in administration.
- Salary hike.
- Communication to parents.

---

9. Motivational theory: Maslow's theory of motivation: Considering the objective of learning with nature, to impart knowledge, transformation from the syllabus based approach to real world oriented approach. The following needs to be considered under Maslow's theory should be emphasized more.

- Esteem needs : The faculty who is training the students for extracurricular activities should not be constrained to too many restrictions so that they can teach the students satisfactorily.
- Self-actualization : Knowledge, discipline, decision making, soft skills and extra activities must be imparted to ensure self actualization.