

Principles of Management for Engineers			
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3		3	

Discipline(s) / EAE / OAE	Semester	Group	Sub-group	Paper Code
All	6	HS/MS	MS	MS-302

Marking Scheme:

1. Teachers Continuous Evaluation: 25 marks
2. Term end Theory Examinations: 75 marks

Instructions for paper setter:

1. There should be 9 questions in the term end examinations question paper.
2. The first (1st) question should be compulsory and cover the entire syllabus. This question should be objective, single line answers or short answer type question of total 15 marks.
3. Apart from question 1 which is compulsory, rest of the paper shall consist of 4 units as per the syllabus. Every unit shall have two questions covering the corresponding unit of the syllabus. However, the student shall be asked to attempt only one of the two questions in the unit. Individual questions may contain upto 5 sub-parts / sub-questions. Each Unit shall have a marks weightage of 15.
4. The questions are to be framed keeping in view the learning outcomes of the course / paper. The standard / level of the questions to be asked should be at the level of the prescribed textbook.
5. The requirement of (scientific) calculators / log-tables / data – tables may be specified if required.

Course Objectives :

1. To describe the functions, roles and skills of managers and illustrate how the manager's job is evolving.
2. To evaluate approaches to goal setting, planning and organizing in a variety of circumstances.
3. To evaluate contemporary approaches for staffing and leading in an organization
4. To analyze contemporary issues in controlling for measuring organizational performance.

Course Outcomes (CO)

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|-------------|---|
| CO 1 | Examine the relevance of the political, legal, ethical, economic and cultural environments in global business |
| CO 2 | Evaluate approaches to goal setting, planning and organizing in a variety of circumstances. |
| CO 3 | Evaluate contemporary approaches for staffing and leading in an organization |
| CO 4 | Analyze contemporary issues in controlling for measuring organizational performance. |

Course Outcomes (CO) to Programme Outcomes (PO) mapping (scale 1: low, 2: Medium, 3: High)

	PO01	PO02	PO03	PO04	PO05	PO06	PO07	PO08	PO09	PO10	PO11	PO12
CO 1	2	2	1	2	-	2	-	-	1	2	3	2
CO 2	2	2	1	2	-	2	-	-	1	2	3	2
CO 3	2	2	1	2	-	2	-	-	1	2	3	2
CO 4	2	2	1	2	-	2	-	-	1	2	3	2

UNIT-I

Introduction to Managers and Management: Management an Overview: Introduction, Definition of Management, Role of Management, Functions of Managers, Levels of Management, Management Skills and Organizational Hierarchy, Social and Ethical Responsibilities of Management: Arguments for and against Social Responsibilities of Business, Social Stakeholders, Measuring Social Responsiveness and Managerial Ethics, Omnipotent and Symbolic View, Characteristics and importance of organizational culture, Relevance of political, legal, economic and Cultural environments to global business, Structures and techniques organizations use as they go international .

UNIT-II

Planning: Nature & Purpose, Steps involved in Planning, Objectives, Setting Objectives, Process of Managing by Objectives, Strategies, Policies & Planning Premises, Competitor Intelligence, Benchmarking, Forecasting, Decision-Making.

Directing: Scope, Human Factors, Creativity and Innovation, Harmonizing Objectives, Leadership, Types of Leadership, Directing, Managers as leaders, Early Leadership Theories... Trait Theories, Behavioral Theories, Managerial Grid, Contingency Theories of Leadership, Directing ... Path Goal Theory, contemporary views of Leadership, Cross Cultural Leadership, Leadership Training, Substitutes of Leadership

UNIT-III

Organizing: Organizing, Benefits and Limitations- De-Centralization and Delegation of Authority, Authority versus Power, Mechanistic Versus Organic Organization, Common Organizational Designs, Contemporary Organizational Designs and Contingency Factors, The Learning Organization Nature and Purpose, Formal and Informal Organization, Organization Chart, Structure and Process, Departmentalization by difference strategies, Line and Staff authority- Benefits and Limitations- De-Centralization and Delegation of Authority Versus, Staffing, Human Resource Inventory, Job Analysis, Job Description, Recruitment and

UNIT - IV

Controlling: Controlling, Introduction to Controlling System and process of Controlling, Requirements for effective control, The planning Control link, The process of control, types of control The Budget as Control Technique, Information Technology in Controlling, Productivity, Problems and Management, Control of Overall Performance, Direct and Preventive Control, Financial Controls, Tools for measuring organizational Performance, Contemporary issues in control Workplace concerns, employee theft, employee violence

Textbook(s):

1. Tripathi P.C. Principles of management. Tata McGraw-Hill Education; 6th Edition 2017.

References:

1. Koontz H, Weihrich H. Essentials of management: an international, innovation, and leadership perspective. McGraw-Hill Education; 10th Edition 2018.
2. Principles of Management Text and Cases, Pravin Durai, Pearson, 2015
3. Robbins, S.P. & Decenzo, David A. Fundamentals of Management, 7th ed., Pearson, 2010
4. Robbins, S.P. & Coulter, Mary Management; 14 ed., Pearson, 2009