NEPAL COLLEGE OF INFORMATION TECHNOLOGY

Assessment Spring 2025

Level: Bachelor
Program: BESE_D_M
Course: : **Engineering Management**
Semester: VI

Year : 2025
Full Marks: 100
Pass Marks: 45
Time : 3 hrs.

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. Explain the primary functions of management and its applicability within an organization. [7]

    b. How does organizational structure affect communication and decision-making in techno-driven firms? [8]

2. a. How does engineering manager fulfill their responsibilities of product development and quality assurance? [7]

    b. Describe the three levels of planning: strategic, tactical, and operational, with relevant examples from ICT industry. [8]

3. a. Explain the Maslow's hierarchy of needs and its relevancy at present context. [7]

    b. Why leadership matters? How computer automation does affect leadership style? [8]

4. a. What is motivation? How can an engineering manager use theories to motivate technical teams? [7]

    b. How id performance appraisal carried out? Explain the employee training process within an organization. [8]

5. a. Define controlling and its importance within organization? Are computer-based applications helpful in the process? [7]

b. What are the key characteristics of a learning organization in the ICT industry? How can leadership contribute to developing such an environment? [8]

OR

Explain the recruitment process and its importance for an organization.

6. a. Explain the changes that technological disruption has brought in the field of management. [7]

   b. What is conflict? What are the ways to manage it? Explain. [8]

OR

Highlight some of the confliction situations caused by use of technology in organization management.

7. Write Short Notes (Any Two) [5 X 2 =10]

   a. Equity Theory

   b. Agile Organization

   c. Management by Objective

Nepal College of Information Technology
Unit Test 2025-Spring

Level: Bachelor
Programme: BESE_D_M
Course: : Engineering Management
Semester: VI

Year : 2025
Full Marks: 70
Pass Marks: 30
Time : 2 hrs.

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. Explain the primary functions of management. How are these functions applicable differently at various levels of management in the context of ICT organization? [7]

2. Compare and contrast formal, informal, and virtual organizations. How does each structure affect communication and decision-making in techno-driven firms? [7]

3. Discuss the shifting role and responsibilities of an engineering manager in today's high-tech environment. How do these responsibilities relate to functions such as product development and quality assurance? [7]

4. Describe the three levels of planning: strategic, tactical, and operational, with relevant examples from ICT industry. How do these levels interact to ensure project success? [7]

5. Outline the key steps involved in the planning process, explain SWOT, and commonly used timeline tool that support effective planning within organization. [7]

6. Discuss the differences between traditional and modern organizational structures. How are structures like matrix, network, and hybrid models particularly suited to address organizing issues in ICT enterprises? [7]

7. Compare Maslow's Hierarchy of Needs and Herzberg's Two-Factor Theory. How can an engineering manager use these theories to motivate technical teams? [7]

8. Describe two motivation techniques practiced in an organization. Explain how these techniques align with modern motivational theories like Expectancy or Equity theory. [7]

9. Compare autocratic, servant, and transformational leadership styles. Which style is most effective in ICT project teams, and why? [7]

10. What are the key characteristics of a learning organization in the ICT industry? How can leadership contribute to developing such an environment? [7]