

**Term Test II**

Date: 2081/10/27			
Level	BE	Full Marks	100
Programme	BCE	Time	
Semester	V	3 hrs	

**Subject: - Engineering Management**

- ✓ Candidates are required to give their answers in their own words as far as practicable.
- ✓ Attempt All questions.
- ✓ The figures in the margin indicate **Full Marks**.
- ✓ Assume suitable data if necessary.

1. Explain HRM and describe functions of HRM and changing role of HRM in Nepalese Organizations. [10]
2. Discuss Recruitment, Selection Process and on job and off job trainings. [10]
3. Describe objective of Performance Measurement Tool and explain Traditional and Modern Approaches. Discuss Performance Evaluation in Nepal. [10]
4. Discuss Control Cycle and describe Process and types of Control. "Management has been defined as getting things done through People" Explain. [10]
5. Differentiate between efficiency and effectiveness. Why they are called twin Pillars of managerial success? [10]
6. Discuss about the challenges and strategies for motivating and leading technical workforce. [10]
7. Discuss how modern engineering management concepts, such as participative management, conflict resolution, change management, quality management, innovation management, and disruption, play a crucial role in managing ICT-based projects and organizations. Provide relevant examples to support your answer. [10]
8. Discuss the characteristics of learning organization in the ICT industry with some suitable examples. [10]
9. Explain Maslow's Hierarchy of Needs and Herzberg's Two-Factor Theory of Motivation, highlighting their differences and implications for employee motivation in the workplace. [10]
10. Write short notes on: (Any two) [2\*5 = 10]
  - a) Transformational Leader
  - b) Roles and responsibilities of an engineering manager
  - c) Emerging planning and organizing issues for ICT enterprises