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PART A   10 x 2 = 20 Marks
Answer all the Questions

1.	Why to study Management- justify
2.	Management is multidisciplinary in nature –How? Justify.
3.	Policy formulation is a function of top-level managers-Justify and comment
4.	Replacing rule of thumb with science in management – How? Explain ?
5.	Brief on the features of Modern organizational design theory
6.	Distinguish theory X and Y with examples
7.	Enumerate the importance of Hawthorne experiment in management history
8.	In today's environment, explain which is more important to organizations—efficiency or effectiveness.
9.	Weber's bureaucracy was the best-known means to achieve 'imperative control' over human beings-comment
10.	State any two arguments for& against the social responsibility in business

PART B   3 x 10=30 Marks
Answer all the Questions

11.	Critically examine the contributions of Henry Fayol's 14 Principles of Management in detail and explain their application in the contemporary era.
12.	Distinguish classical and neo classical theory of organization .Describe any two classical theory or approach of management and its suitability for the contemporary era
13	*The workplace of tomorrow is likely to include workers that are faster, smarter, more responsible—and who just happen to be robots. -Are you at all surprised by this statement?*

Although robots have been used in factory and industrial settings for a long time, it's becoming more common to find robots in the office, and it's bringing about new ways of looking at how work is done and at what and how managers manage.

As machines have become smarter, researchers have been looking at human-machine interaction and how people interact with the smart devices that are now such an integral part of our professional and personal lives. One conclusion is that people find it easy to bond with a robot, even one that doesn't look or sound anything like a real person. In a workplace setting, if a robot moves around in a "purposeful way," people tend to view it, in some ways, as a co-worker. People name their robots and can even describe the robot's moods and tendencies. As telepresence robots become more common, the humanness becomes even more evident. For example, when Erwin Deininger, the electrical engineer at Reimers Electra Steam, a small company in Clear Brook, Virginia, moved to the Dominican Republic when his wife's job transferred her there, he was able to still be "present" at the company via his VGo robot. Now "robot" Deininger moves easily around the office and the shop floor, allowing the "real" Deininger to do his job just as if he were there in person. The company's president, satisfied with how the robot solution has worked out, has been surprised at how he acts around it, feeling at times that he's interacting with Deininger himself. There's no doubt that robot technology will continue to be incorporated into organizational settings. The manager's job will become even more exciting and challenging as humans and machines work together to accomplish an organization's goals.

Question

Describe the manager's role in managing both human and robot employees and describe the challenges in interactions between human, robot co-workers in a futuristic organization.

PART A   10 x 2 = 20 Marks
Answer all the Questions

1.	Enumerate the features of the Matrix organizational structure.
2.	Define organization and state the importance of organization.
3.	Outline the key characteristics of Sigmund Freud's personality theory.
4.	Enumerate the important features of social learning theory.
5.	Explain the key characteristics and significance of perception.
6.	Define Emotional Intelligence (EI) and state the importance of EI in the workplace.
7.	Brief on the features of Attitude
8.	Write a short note on learning styles.
9.	Distinguish theory X and theory Y of motivation.
10.	Write a short note on social loafing with examples.

PART B   3 x 10=30 Marks
Answer all the Questions

11.	Describe the factors that influence the individual behavior in the organization.
12	Describe in detail the classical theory of learning and its applications.
13	Explain the Big Five Personality Theory and its relevance to leadership assessment. Suppose your company is recruiting for a leadership role, and you are responsible for evaluating candidates using the Big Five Personality Traits. How would you prioritize each of the five traits in terms of their importance for effective leadership? Also discuss how each trait contributes to leadership success and which ones you would emphasize most in the selection process.

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THINK MERIT | THINK TRANSCENDENCE | THINK SASTRA

School of Computing
Third CIA Test – November 2024
Course Code: MGT 132
Course Name: **FUNDAMENTALS OF MANAGEMENT FOR ENGINEERS**
Duration: 90 minutes   Max Marks: 50

PART A   10 x 2 = 20 Marks
Answer all the Questions

1. Distinguish management and administration

2. State the key managerial roles given by Henry Mintzberg.

3. State Maslow's need hierarchy theory with examples.

4. Define bureaucracy

5. State the stages of the organizational lifecycle.

6. Brief on the three organizational control strategies?

7. Distinguish leader and manager.

8. Brief any two group decision-making techniques.

9. Brief on eustress with example

10. What is impression management?

PART B   3 x 10=30 Marks
Answer all the Questions

11. Describe the stages of group formation with diagram.
12. Distinguish functional and dysfunctional conflict. Enumerate the strategies to resolve conflict
13. Distinguish organizational culture and organizational Climate. Suppose you have been tasked with improving the organizational culture of a company facing high employee turnover and low employee engagement. What key elements would you focus on to foster a positive and productive work environment? What factors would you consider most critical in shaping the organizational culture?

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(A University under section 3 of the UGC Act, 1956)

End Semester Examinations

Nov 2024

Course Code: MGT132

Course: FUNDAMENTALS OF MANAGEMENT FOR ENGINEERS

QP No. :U234-5

Duration: 3 hours

Max. Marks:100

PART – A

Answer all the questions   **10 x 2 = 20 Marks**

1. Enumerate the primary focus of Elton Mayo's Hawthorne experiments.

2. State the significance of Corporate Social Responsibility (CSR) in modern businesses.

3. State the key dimensions and features of organizational design.

4. How does the neoclassical approach to organizational design differ from the classical approach?

5. State the main differences between intrinsic and extrinsic motivation with examples.

6. Write a short on the Delphi technique.

7. Differentiate between transactional leadership and transformational leadership.

8. Write a short on Group Think and Social Loafing.

9. Write a short on Eustress with an example.

10. Distinguish functional and dysfunctional conflict.

PART – B

Answer any FOUR questions   **4 x 15 = 60 Marks**

11. Discuss the evolution of management theories and their relevance in today's business environment.

12. Describe the five functions of management and explain how each function contributes to achieving organizational goals.

13. Discuss the different types of contemporary organizational structures and analyze their strengths and weaknesses

14. Discuss the different theories of leadership. How can these theories and approaches be applied to other organizational scenarios to enhance leadership effectiveness?

15. Compare and contrast Abraham Maslow and Herzberg's theory of motivation with examples.

16. Discuss the elements of organizational culture and their influence on employee behavior.

PART – C

17. **Answer the following**   **1 x 20 = 20 Marks**

Case Study:

Tata Group, one of India's largest and most respected conglomerates, is known for its ethical approach to business, employee welfare, and social responsibility. The group's culture has been deeply influenced by its founder, Jamshedji Tata, whose vision was to create an organization that balanced profitability with a

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strong sense of social responsibility. The Tata Group's core values—integrity, commitment, excellence, pioneering, and unity—are ingrained in its culture and reflected in its business practices.

One of the notable examples of Tata's organizational culture is the company's approach to employee welfare. The group was one of the first in India to introduce pension schemes, maternity benefits, and medical facilities for its workers, which created a strong sense of loyalty and commitment among employees. This "people-first" culture is a cornerstone of Tata's organizational ethos.

In addition to its employee-centric policies, Tata's culture places a strong emphasis on ethical business practices. For instance, during the 2008 global recession, when many companies laid off workers to cut costs, Tata Group, under the leadership of Ratan Tata, decided to retain its workforce. The group believed that it had a moral responsibility to its employees, even during tough economic times. This decision, though financially challenging in the short term, helped the company build long-term trust and loyalty among its employees and stakeholders.

Furthermore, Tata Group's emphasis on corporate social responsibility (CSR) is a key part of its culture. Through initiatives like Tata Trusts, the group has contributed significantly to education, healthcare, and rural development in India, reinforcing its commitment to nation-building alongside business success.

Questions:

a) How has Tata Group's commitment to employee welfare contributed to its organizational culture and long-term success?

b) Discuss the role of ethical decision-making in shaping Tata Group's corporate identity and reputation, especially during economic downturns such as the global recession.

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