



U7644

Reg. No.:

Name:.....

**University of Kerala**

First Semester Degree Examination, November 2024

Four Year Under Graduate Programme

Discipline Specific Core Course

COMMERCE

UK1DSCCOM101 - MANAGEMENT CONCEPTS AND PRACTICES

Academic Level: 100-199

Time:2 Hours**Max.Marks: 56****Part A.****Answer All Questions , Objective Type. 1 Mark Each.****(Cognitive Level: Remember/Understand)****6 Marks. Time: 5 Minutes**

Q.NO.	QUESTION	LEVEL	COURSE OUTCOME
1	Name the father of Human relation school? a) Herbert A. Simon b) Max Weber c) Elton Mayo d) Peter F Drucker	Remember	CO 2
2	Scientific management technique 'functional foremanship' is a violation of Fayol's principle of: (A) Scalar chain (B) Discipline (C) Order (D) Unity of Command	Understand	CO 1
3	Which of the following scientific management techniques has the goal of determining the quantity of staff to be hired to frame appropriate incentives schemes and calculate labour costs? a) Differential piece wage system b) Time study c) Functional foremanship d) Simplification of work	Understand	CO 1
4	Management functions that are often referred to as the "Siamese twins of management" (A) Planning, and Directing (B) Planning, and Organizing (C) Planning, and Staffing (D) Planning, and Controlling	Remember	CO 2

5	Identify among the following statements, which is not true for lower-level management: a) Analyse the business environment and its implications for the survival of the business. b) Ensure the quality of the output c) They strive to reduce the wastage of resources d) They ensure that the safety standards are maintained within the organisation	Understand	CO 1
6	In a staff and line organization, the primary role of line personnel is to: A) Provide support and advice to line personnel. B) Directly achieve the core objectives of the organization. C) Handle only administrative tasks. D) Focus solely on employee training.	Understand	CO 2

Part B.

Answer All Questions Two-Three sentences. 2 Marks Each.

(Cognitive Level: Understand/Apply)

10 Marks. Time: 20 Minutes

Q.NO.	QUESTION	LEVEL	COURSE OUTCOME
7	Describe the different types of teams in an organisation.	Understand	CO 4
8	List out the similarities in the contributions of F W Taylor and Henry Fayol	Understand	CO 1
9	Explain the contingency theory in modern management.	Understand	CO 1
10	Suggest two ways an organization can use its strengths to improve its competitive position in the market	Apply	CO 3
11	How do democratic leadership style affect the decision-making and employee involvement in an organization	Apply	CO 3

Part C

Answer all 4 questions, choosing among options within each question. Short Answer. 4

Marks Each. (Cognitive Level: Understand/Analyse)

16 Marks. Time: 35 Minutes

Q.NO	QUESTION	LEVEL	COURSE OUTCOME
12.A	Differentiate Transactional leadership from Transformational leadership	Analyse	CO 3
OR			

B	Analyse how 'management by exception' impact organizational efficiency and employee morale, and what are the potential drawbacks of this approach?		
13.A	Discuss the main findings of the Hawthorne Studies, and why are they considered important in the history of management?	Understand	CO 1
OR			
B	As an art, how management influence the overall effectiveness of the management process?		
14.A	Explain the guidelines for making delegation effective.	Understand	CO 2
OR			
B	How the interaction between line and staff roles might influence decision-making and adaptability in an organization, as well as how conflicts between these roles could be addressed?		
15.A	Analyze the role of leaders in shaping organizational success	Analyze	CO 3
OR			
B	Analyze how Management by Objectives (MBO) functions as a planning mechanism to achieve organizational goals		

Part D.

Answer all 4 questions, choosing among options within each question. Long Answer. 6 Marks Each. (Cognitive Level: Understand /Analyse)

24 Marks. Time: 60 Minutes

Q.NO	QUESTION	LEVEL	COURSE OUTCOME
16. A	Analyse the role of Fiedler's Contingency Model in analyzing the best leadership style for different situations and identify the factors that determine the effectiveness of task-oriented versus relationship-oriented leaders.	Analyse	CO 3
OR			
B	Examine the role of MBE in strategic Planning of an organization		

17.A	Explain the role of standardization and benchmarking in enhancing the effectiveness of the controlling function in an organization	Understand	CO 2
OR			
B	‘The process of organizing is very essential for changing organisation culture in modern organisations’. Examine with valid points.		
18.A	Analyze the key differences between managers and leaders in terms of their roles, approaches, and impact on organizational culture	Analyse	CO 3
OR			
B	Analyse any three leadership styles that improves team efficiency?		
19.A	‘Managers follow some principles while creating effective teams’. Summarize with valid points	Understand	CO 4
OR			
B	Explain ‘quality circles’ with an example. Also make valid suggestions for its improvement.		