



MANIPAL INSTITUTE OF TECHNOLOGY

MANIPAL

(A constituent institution of MAHE, Manipal)

V SEMESTER B.TECH. END SEMESTER EXAMINATIONS

(ONLINE PROCTORED)

DECEMBER 2021/JANUARY 2022

SUBJECT: ESSENTIALS OF MANAGEMENT [HUM 3052] – Part B

Date of Exam: **18/12/2021** Time of Exam: **2.20 PM to 3.45 PM** Max. Marks: 20

Instructions to Candidates:

- ❖ Answer ALL the questions and missing data may be suitably assumed.
- ❖ Duration: Writing exam – 75 min, Submission – 10 min (Total – 85 min)

1A With the help of an example, describe the HR processes that lead to ‘placement’ of an employee. **4**

1B “Our problems of control are over,” said Venkatesh, the director of information systems, to Ramajayan, president of Elumalai Enterprises Ltd. “With our new computer installation, data gathering, departments and plant terminals, high speed printers, and cathode-ray-tube display stations, every responsible manager can find out what is happening in his or her area as it happens. Delayed reports can now be a thing of the past. I am sure you will find that the investment we have made in these systems is the best expenditure this company ever made. We will soon have real time control and we can manage to a desired standard, in exactly the way a thermostat keeps our offices at a desired temperature.
“I hope you are right,” responded Ramajayan. “But I wonder.” **3**

Questions to be answered :

- (i) Exactly what is real-time control? Explain with an example.
- (ii) What other two types of control can be used in the above case? Explain with examples.

1C Individual ethics are determined by family and peer influences, experiences, values and morals, and situation factors. Discuss Kohlberg’s theory on moral development. **3**

2A Tesla's vision is to “create the most compelling car company of the 21st century by driving the world's transition to electric vehicles,” while its mission is “to accelerate the advent of sustainable transport by bringing compelling mass-market electric cars to market as soon as possible.” Taking this vision and mission statements, develop a ‘Hierarchy of Plans’ for Tesla. **4**

- 2B** Officials from privately operated universities guide the respective college authorities generally while creating the departments and the structure, for its affiliated colleges. They indicate names of the departments and job titles specifically who should work in staff positions. **3**

Using proper conventions, prepare the organization chart for the following description:

The Joint Director (JD) and Legal Advisor (LA) shall assist the Director of the institute. Similarly, Associate Directors (AD's) – Academics, Research, Student Welfare, and Placement etc. shall also assist the Director in the next level. Heads of departments from Mechanical Engg., Civil Engg., Computer Science etc. shall work in line positions and report directly to the Director. Faculty members with job titles 'professors, associate professors, and assistant professors' shall also work in line positions and report to the head in each of the departments. A group of experts shall assist the head in each of the teaching departments.

- 2C** General manager Mr. Das Gupta, of Arihant Co. Ltd. appointed Mr. Aryan as his production manager and gave him the charge of whole unit. He told Mr. Aryan, "From today onwards, I give you charge of the entire production unit. I have full faith in you and believe you can solve your problems. Most of the supervisors here are self-directed to work. Seldom ever have they come to me for getting their problems solved and no worker has ever complained against them. They are efficient in doing their jobs and I don't even think they need to undergo any management training programme. I am sure you can also handle your problems on your own. You don't need to consult me every time you deal with a problem-solving situation. You learn by doing mistakes. Nevertheless, feel free to approach me whenever you like." **3**

Questions to be answered:

- (i) Would you characterize Mr. Das Gupta as a theory X leader or a theory Y leader? State reasons.
- (ii) List the four systems of management as proposed by Rensis Likert. Describe, in these circumstances, the best leadership style according to Likert's four systems of management.