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MBAH 401

I Semester M.B.A. Degree Examination, January 2020

BUSINESS ADMINISTRATION

Principles and Practice of Management

Time : 3 Hours]

[Max. Marks : 70

SECTION -A

Answer to the question should not exceed six pages : **(1 × 15 = 15)**

1. Trace out the relevance of management functions in the context of today's Indian business environment.

SECTION -B

Answer **any five** questions. Each questions carries 8 marks. Answer to each should not exceed five pages : **(5 × 8 = 40)**

2. Critically analyze, with examples, the significance and process of decision - making.
3. Explain with suitable examples merits and limitations of formal and informal organization.
4. Analyze how important the acquisition and maintenance of staffing in Management.
5. Explain the relevance of Maslow's theory of Motivation to present day IT Organizations.
6. Describe with examples common types of standards used in control process.
7. Distinguish between westernization and Easternization of Management.
8. Explain the challenges encountered by organizations due to multiculturalism.
9. 'Communication is a managerial function' - Elucidate.



SECTION - C
(Compulsory)

Answer the following question should not exceed six pages : **(1 × 15 = 15)**

10. Many consider Ricardo Semler, CEO of Semco Group of Sao Paulo, Brazil, to be a radical. He has never been the type of leader most people might expect to be in charge of a multimillion-dollar business. Semler breaks all the traditional "rules" of leading. He is the ultimate hands-off leader; he does not even have an office at the company's headquarters. As the "leading proponent and most tire-less evangelist" of participative management, Semler says his philosophy is simple: Treat people like adults, and they'll respond like adults.

Underlying Semler's participative management approach is the belief that "organizations thrive best by entrusting employees to apply their creativity and ingenuity in service of the whole enterprise, and to make important decisions close to the flow of work, conceivably including the selection and election of their bosses." And according to Semler, his approach works well.

At Semco, you will not find most of the trappings of organizations and management. There are no organizational charts, no long-term plans, no corporate values statements, no dress codes, and no written rules or policy manuals. The company's employees decide their work hours and their pay levels. Subordinates decide who their bosses will be, and they review their boss's performance. The employees also elect the corporate leadership and decide most of the company's new strategic initiatives. Each person-including Ricardo Semler-has one vote.

Semler did not pursue such radical self-governance out of some altruistic ulterior motive. Instead, he felt it was the only way to build an organization that was flexible and resilient enough to flourish in chaotic and turbulent times. He maintains that this approach has enabled Semco to survive the roller-coaster nature of politics and economy.

Questions :

- (a) Describe Ricardo Sealers leadership style. What do you think might be the advantages and drawbacks of his style?
- (b) What challenges might a radically hands-off leader face? How could those challenges be addressed?
- (c) What could other businesses learn from Ricardo Selmer's approach to leadership?