

International Islamic University Chittagong

Department of Business Administration

Program: MBA

Final Examination, Spring-2022

Course Code: **MGT-4101**

Title: **Principles of Management**

Time: 03.00 hours

Marks: 40

[Answer any **four (4)** of the following questions. All questions are of equal marks.

All parts of the same question must be answered serially]

1. a. What is Departmentalization? Discuss in brief different types of departmentalization with advantages and disadvantages of each. 4
b. What is chain of command? How would you like to differentiate between authority, responsibility and unity of command? 3
c. Distinguish between mechanistic and organic organization. What sort of design would be preferable for a manufacturing company and a service organization? 3
2. a. What is trait theory of leadership? How trait theories are differing from behavioral theories of leadership? 3
b. Explain in brief the Managerial Grid to identify the styles of leadership behavior. 4
c. Briefly discuss the four categories of leadership behavior according to Path Goal theory. 3
3. a. What is meant by human resource planning? 'Job analysis is the outcome of job description, job specification and job evaluation'-explain the statement. 5
b. What is compensation? What are the purposes of compensation? Distinguish between salary, wage and incentive? 5
4. a. What do you know about motivation? Explain in brief Herzberg's two factors theory of motivation. 4
b. How Expectancy theory is used for motivating employees in the organization? What approaches are used to rewarding employees for motivation? 6
5. a. What is control and why it is important? Describe the steps involve in the control process. 5
b. Contrast feed-forward, concurrent, and feedback controls. Describe how balanced scorecards and benchmarking are used in controlling. 5
6. Write short notes on the following: 10
 - i. Performance appraisal system
 - ii. Transformational leadership theory
 - iii. Visionary Leadership theory
 - iv. Recruitment & selection
 - v. Narrow span of control and width span of control