

**NEP - Semester End Examination – October 2025**

**Program:** S.Y.B.COM(A&F)-III **Course:** INTRODUCTION TO MANAGEMENT  
**Program Code:** UGAF03 **Course Code:** NUAF303

**Duration:** 2 Hours **Max. Marks:** 60

**Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.

Q. 1		Attempt the following.				[15]	Course Outcome	Knowledge Level
	(a)	Fill in the blanks with an appropriate answer from the alternatives given.				[08]		
		I)	principles of Management were given by Henry Fayol.					
			a. 12	b. 14				
			c. 10	d. 16				
		II)	function of management involves goal-setting.					
			a. Planning	b. Organizing				
			c. Staffing	d. Directing				
		III)	A sound plan must be _____.					
			a. Flexible	b. Rigid				
			c. Costly	d. Vague				
		IV)	Decentralization of authority means _____.					
			a. Delegation of power at all levels	b. All decisions taken by top management				
			c. Ignoring employee opinions	d. Eliminating managers				
		V)	Staffing is also known as _____.					
			a. Personnel management	b. Directing				
			c. Organising	d. Controlling				

CO1,  
CO2,  
CO3  
L1 – L3

		VI)	Aptitude tests are used to measure _____.					
			a. Intelligence	b. Potential and learning ability				
			c. Personality	d. Emotional strength				
		VII)	_____ leadership style gives complete freedom to employees.					
			a. Autocratic	b. Democratic				
			c. Laissez-faire	d. Transformational				
		VIII)	_____ is not a quality of a good leader.					
			a. Communication skills	b. Selfishness				
			c. Confidence	d. Decision-making ability				
	(b)	State whether the following statements are true or false.				[07]	CO1, CO2, CO3	L1 – L3
		I)	Management is both an art and a science.					
		II)	Formal organization is based on personal relations.					
		III)	Organizing is the process of allocating resources and roles.					
		IV)	Advertisement is used for recruiting from internal sources.					
		V)	The first step in selection is preliminary screening.					
		VI)	Structured interviews are unplanned and casual.					
		VII)	Decentralization reduces the burden of top management.					
	Q. 2			Attempt any TWO of the following.			[15]	Course Outcome
	(a)			Explain the characteristics of Management.			[08]	CO1
	(b)			"Analyze the application of Henry Fayol's principles in the 21st century by comparing traditional management practices with modern business requirements.			[07]	CO1
				OR				
	(c)			Distinguish between: Formal and Informal Organization.			[08]	CO1
	(d)			Elaborate on the essentials of sound Decision-making with a practical example.			[07]	CO1

<b>Q. 3</b>	<b>Attempt any TWO of the following.</b>	<b>[15]</b>	<b>Course Outcome</b>	<b>Knowledge Level</b>
	(a) Explain the various sources of Recruitment.	[08]	CO2	L2
	(b) State and explain the various steps in the Selection process with an example.	[07]	CO2	L2
	<b>OR</b>			
	(c) Explain the qualities of a good leader	[08]	CO3	L2
	(d) Explain the various Leadership Styles.	[07]	CO3	L2
<b>Q. 4</b>	<b>Read the following case study and answer the following questions:</b>	<b>[15]</b>	<b>Course Outcome</b>	<b>Knowledge Level</b>
	<p>A young and ambitious entrepreneur, Maya, launched a tech startup called "InnovateTech." The company developed a revolutionary new app, and its initial success was explosive. However, as the team grew from 5 to 50 employees, Maya began to notice a decline in efficiency and morale.</p> <p>Projects were often delayed, and multiple teams sometimes worked on the same feature without coordination. Employees complained about receiving conflicting instructions from different managers, and there was a general sense of confusion. A survey revealed that employees felt they didn't have a clear role or a sense of where the company was headed. Maya, a technical genius, was a reluctant manager and often found herself buried in minor operational details, unable to focus on the company's long-term vision.</p>			
(a)	Analyze which of Fayol's principles of management are being violated in this case and explain how the situation demonstrates these violations.	05	CO1	L4
(b)	Break down the negative consequences InnovateTech is facing as a result of these violations, linking each problem to the specific principle ignored.	05	CO1	L4
(c)	Examine Maya's current actions in handling the situation and analyze how they contribute to the persistence of these management issues.	05	CO1	L4

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