Reg.No. \_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**End Semester Examination – Nov / Dec – 2019**

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| **Code :** | **14MS2001** | **Duration :** | **3hrs** |
| **Sub. Name :** | **MANAGEMENT FOR ENGINEERS** | **Max. Marks :** | **100** |

**ANSWER ALL QUESTIONS (5 x 20 = 100 Marks)**

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| **Q. No.** |  | **Questions** | **Course**  **Outcome** | **Marks** |
| 1. |  | What criteria would you suggest for evaluating the effectiveness of a management team? | CO1 | 20 |
| **(OR)** | | | | |
| 2. |  | Explain the concept of organizing and the need and importance of organizing. | CO3 | 20 |
|  |  |  |  |  |
| 3. |  | Explain the importance of decision making in organizations. | CO2 | 20 |
| **(OR)** | | | | |
| 4. |  | What is meant by Management by Objectives (MBO)? Explain the features and process of MBO. | CO1 | 20 |
|  |  |  |  |  |
| 5. |  | What is the purpose of planning? How is the planning process to be organized for achieving the purpose? List three activities in the planning process. | CO3 | 20 |
| **(OR)** | | | | |
| 6. |  | Elucidate the merits and limitations of trait-based and objective-based appraisal systems. | CO3 | 20 |
|  |  |  |  |  |
| 7. |  | Discuss why human resource management is important today in every organization. Briefly describe the role of recruitment and selection in this context. | CO3 | 20 |
| **(OR)** | | | | |
| 8. |  | Describe the main elements of a TQM programme. State a few important objectives of TQM. | CO1 | 20 |
|  | | **Compulsory**: |  |  |
| 9. |  | A doctor discharged a staff member who had been working for him for nine months. She then claimed that her civil rights were violated and that she was discriminated against because of her age. She was 46 years old. During an investigation, the doctor was asked to provide copies of her performance evaluations to justify the contention that the discharge was based on her performance, not her age. No performance evaluations had been given to any employees. This claim led to an out-of-court settlement.  **Considerations**  The employee had been with the doctor for nine months and had not received a performance appraisal. She claimed that she was not aware that her performance was not satisfactory and was surprised when she was terminated. She alleged that the sole reason for her discharge was her age — that the doctor wanted to hire a younger person. The doctor said she had been warned on several occasions, but nothing had been documented.  This is not an isolated incident; such claims are made against doctors every day. What can you do to prevent this from happening? | CO1,  CO2 | 20 |