

**GUJARAT NATIONAL LAW UNIVERSITY
GANDHINAGAR**

Course: **Management of Organizations and Business Practices**
Semester- I (Batch: 2022-27)

End Semester Examination: November 2022

Date: 10th Nov, 2022

Duration: 3 hours

Max. Marks: 50

Instructions:

- Read the questions properly and write the answers in the given answer book.
- Do not write anything on the question paper.
- The respective marks for each question are indicated in-line.
- Indicate correct question numbers in front of the answer.
- No questions or clarification can be sought during the exam period, answer as it is, giving reason, if any.
- Word Limit: 10 Marks: 500-600 words, 5 Marks: 300-350 words.

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|-----|---|--------------|
| Q.1 | a) Explain the basic idea underlying the contingency view. How would you go about identifying key contingencies facing an organization?
b) Write a note on manager's roles as described by Henry Mintzberg. | (5x2=
10) |
| Q.2 | Answer any two of the following questions:
a) Why are organizational partnerships so important for today's companies? What elements in the current environment might contribute to either an increase or a decrease in interorganizational collaboration? Discuss.
b) Write a note on Utilitarian approach for ethical decision making.
c) Explain the concept of triple bottom line. What is its significance in management of business organizations? | (5x2=
10) |
| Q.3 | The MBO technique has been criticized for putting too much emphasis on achieving goals (ends) and not enough on the methods that people use to achieve them (means). Do you think this is a flaw in the technique, or in the way managers apply it? How would you place a balanced emphasis on ends and means? | (10) |

OR

Substantiate the given statements with appropriate reasoning. (5x2=10)

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|-----|---|--------------|
| | a) A sustainable strategic position requires trade-offs.
b) The essence of strategy is choosing to perform activities differently than rivals do. | |
| Q.4 | a) Do you think that idea champions are so essential to the initiation of change? Could they be equally important for implementation?
b) What is the glass ceiling? Do you think it has proven to be such a barrier to women's professional growth? Justify. | (5x2=
10) |
| Q.5 | a) Why is self-awareness important for being a good manager? Can you think of some specific negative consequences that might result from a manager with low self-awareness? | (5x2=
10) |

- b) What does it mean to say that HRM plays a strategic role in driving organizational performance? Consider recruiting, training, performance appraisal, and compensation strategies as part of your answer.
