

Name : Naveed

Id : 14703

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Question no 1 (a)

Explain why organizations need coordination across departments and hierarchical levels, and describe mechanisms for achieving coordination?

Ans: As companies add positions and departments to meet changing needs, they make grow more complex, with hundreds of positions and departments performing commonly diverse activities. Also, the organization needs systems to process information and enables communication among people in different departments and at different levels. Coordination is the outcome of information and cooperation. Managers can design systems and structures to promote horizontal coordination. In order to achieve coordination, a manager could share information across departmental boundaries to improve horizontal communication and understanding, as well as building his or her people skills to impact and persuade as an effective project manager

Question no 1(b)

Summarize the guidelines for high-performance planning in a fast changing environment ?

Ans: Planning For High performance: the porpose of the planning and goal sitting is to help the organization achieve high performance .overall organization performance depend on on achieving outcome identified by the planning process .the process of planning is to be changing to be more in turn with a rapidly changing environment . traditionally strategy and planning have been domain of top manager today manager involves people through through the organization which can super high performance because the people understand the goal and planned and buy into them

Question no 2

- I. Ali a commerce student visited a hospital, He observed that in hospital to treat different types of disease there is a separate department and each department is lead by dean of that respective department who is expert in that particular field having knowledge, training and experience of that particular area only, He could relate it to one of the principle of management, IDENTIFY.

ANSWER: Division of work

- I. Sana a sales manager has to negotiate a deal with a buyer, she finds that if she can offer a credit period of 60 days she is likely to clinch the deal which is supposed to fetch the company a net margin of Rs 100,000, Now the company gives power to the manager to offer a credit period of 40 days due to which she could not get the deal, IDENTIFY the principles of management violated above.

ANSWER: Authority and responsibility

- I. In the company, Management and labor union entered into an agreement whereby workers have agreed to put in extra hours without any additional payment to revive the company out of loss. In return the management has promised to increase the wages of the workers when this mission is accomplished but afterwards management refused to fulfill its commitment. IDENTIFY the principles of management violated by the management of the company.

ANSWER: discipline

- I. Ahmad a sales person is asked to clinch a deal with a buyer and is allowed to give 10% discount by Marketing Manager. But finance department tells him not to offer more than 5 % discount, due to which ahmad is confused. Which principle of management is violated? IDENTIFY.

ANSWER: unity of command

- I. A Toyota industry is engaged in manufacturing cars and motorbikes.it has two separate departments for both the products. Each department has its own in charge, plans and executive resources, which leads to focused efforts of all the employees. IDENTIFY the principle of management followed by Toyota industries

ANSWER: unity of direction