VPM's
DR VN BRIMS, Thane
Programme: MMS (2024-26)
First Semester Regular Examination January 2025

Course Name:	**Fundamentals of Management Theory and Practice**	**Course Code**	**C 101**
Roll No.		**Marks**	**30**
Total No. of Questions	3	**Duration**	**1 Hour**
Total No. of printed pages	2	**Date**	**02.01.2025**

Course Outcome Statements:

CO1: Recall the concepts and terminologies in management principles and Practices

CO2: Explain the concepts of Management Theories and Practice

CO3: Apply management techniques to real-world scenarios, including Social Responsibility of Managers, decision-making, team leadership, and Entrepreneurship and Reengineering

CO4: Analyze various management issues (Leadership, Operational, Ethical, and Cultural) and their impact on organizational effectiveness.

CO5: Interpreting management principles and practices involves understanding how contemporary issues in management, such as organization controls and managing change, influence decision-making and strategic direction

Instructions: -			**Marks**	**BL**	**CO**
Q. No 1 (All Questions are Compulsory)					
Q. No.		**Questions** Case/Case-let Study / Answer the following			
Q. 1		Google has been at the forefront of adapting to hybrid work environments, a shift accelerated by the pandemic. The company surveyed its employees and found that 70% preferred working from home, while 15% were not favorable toward it. This shift in preference prompted Google to rethink its office spaces and adopt flexible, hybrid work solutions. Google's approach centers around the concept of flexibility, creating spaces that accommodate both remote and in-office workers. Before the pandemic, Google's offices were designed to promote collaboration and creativity, but the challenges of remote work made it clear that work can happen anywhere. In response, Google began experimenting with "Team Pods" that allow for customizable and flexible workspace configurations. To address safety concerns, Google has also implemented new designs like "Campfire" meeting rooms, where virtual and in-person participants can engage equally. Additionally, the company has developed outdoor workspaces, such as "Camp Charleston" in Silicon Valley, to provide a safer environment while encouraging collaboration. As Google continues to experiment with these flexible designs, it aims to create a future where employees can work both effectively and comfortably, whether in the office or at home.			
		Assess the advantages and disadvantages of hybrid working at Google, considering contemporary challenges like the COVID-19 pandemic and changing employee expectations.	**10**	**Level 5**	**CO5**

Q. 2		Answer the following			
a	i	GepecLtd. has a well-defined formal organizational structure, with clear hierarchies, roles, and reporting lines. However, recent delays in decision-making and communication breakdowns have been noticed, as employees wait for approvals through the formal chain of command. **Analyze** the impact of formal organisation structure on decision making and communication at GepecLtd.	**5**	**Level 4**	**CO4**
	ii	**Examine** the Ashridge Mission Model to a hypothetical organization of your choice. Using the framework, identify the key elements that would help the organization develop a meaningful sense of mission.	**5**	**Level 3**	**CO3**
Or					
b	**i.**	As the Manager of a pharmaceutical company, you are facing a significant challenge related to the wastage of medicines and the associated environmental impact. The company has been facing difficulties in managing its surplus stocks, leading to product expiry and disposal issues, which not only affect the bottom line but also pose environmental risks, **Examine** the social responsibilities of a manager in a pharmaceutical company with respect to CSR	**5**	**Level 4**	**CO4**
	ii	**Identify** and explain any two internal factors that affect a business environment. Discuss how each factor influences business operations and overall performance.	**5**	**Level 3**	**CO3**
Q. 3		Answer the following			
a	i	**Explain** Herzberg's Two-Factor Theory of motivation with relevant example.	**5**	**Level 2**	**CO2**
	ii	**What** is the distinction between roles of Leader & Manager?	**5**	**Level 1**	**CO1**
Or					
b	**i.**	**Outline** the concept of a wide span of management and list two advantages and two disadvantages associated with it in an organizational context.	**5**	**Level 2**	**CO2**
	ii	**Define** formal organization and discuss two advantages and two disadvantages of a formal organization.	**5**	**Level 1**	**CO1**