

ISLAMIC UNIVERSITY OF TECHNOLOGY (IUT)
ORGANISATION OF ISLAMIC COOPERATION (OIC)
DEPARTMENT OF MECHANICAL AND PRODUCTION ENGINEERING

Mid-Semester Examination
Course Number: Hum 4521
Course Title: Engineering Management

Winter Semester: 2022 - 2023
Full Marks: 75
Time: 1 hour 30 Minutes

There are **3 (three)** questions. Answer **all** the questions. Marks of each question and the corresponding CO and PO are written in the brackets.

- 1 a) Define managers and nonmanagerial employees. Classify them according to their position in an organization. Briefly discuss with appropriate examples. (07)
(CO1)
(PO1)
- b) Mention the major approaches to management theory. Explain Taylor's scientific management and important guidelines for improving production efficiency. (10)
(CO1)
(PO1)
- c) "Different and changing situations require managers to use different approaches and techniques." - Which management approach support this statement? Explain with the help of variables that are used to define the situations. (08)
(CO1)
(PO1)
- 2 a) Describe the important reasons for managers to give serious effort in making good plans, (08)
(CO1)
(PO1)
- b) Write major difference between goal and plan. Explain different types of plans with examples. (10)
(CO1)
(PO1)
- c) Write names of six important elements of organizational design. Define span of control and explain with an example how the width of span of control affects managerial levels. (07)
(CO1)
(PO1)
- 3 a) Show how eight steps of HRM process of an organization ensures retaining competent and high performing employees. Briefly discuss different selection devices mentioning their advantages and disadvantages. (09)
(CO1)
(PO1)
- b) Define motivation. Explain Herzberg's Motivation-Hygiene Theory in brief. (07)
(CO1)
(PO1)
- c) Provide names of some early theories of leadership. Explain the Fiedler contingency model with a proper illustration. (09)
(CO1)
(PO1)