

School of Finance and Commerce

**Bachelor of Business Administration in Financial Investment Analysis
Summer Term Examination – July - August 2024**

**Duration : 180 Minutes
Max Marks : 100**

Sem III - H1UA302T - Business Organisation and Management*General Instructions*

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

- 1) Define leadership. K1(2)
- 2) Outline the purpose of Skill India initiative of govt of India. K2(4)
- 3) Explain the interrelationship between planning and controlling function of management. K2(6)
- 4) Describe the concept and functions of human resource management in detail. K3(9)
- 5) Apply the model design by Abraham H. Maslow named “Need Hierarchy” theory of motivation to categorise the different levels of need. K3(9)
- 6) In a partnership firm, persons from different walks of life having ability, managerial talent and skill join together to carry on a business. Elucidate K5(10)
- 7) Describe the trait approach of leadership. Is there any leadership style which is suitable in all situations K4(12)
- 8) "Before a company is formed, a lot of preliminary work is to be performed." On the basis of the above statement, evaluate the stages of formation of a company. K5(15)
- 9) Assess the evolution of the India's manufacturing sector through several phases." K5(15)
- 10) In 2008, facing a serious shortage of leadership-ready employees at the store management level, Walmart decided to recruit from the U.S. military. The company sent recruiters to military job fairs and hired 150 junior military officers, pairing them with store mentors to learn on the job. The result: Walmart claims that it's been able to bring in world-class leaders who were ready to take over once they had learned the retail business that Walmart could easily teach them. Other organizations that have heavily recruited from the military in recent years include GE, Home Depot, Lowe's, State Farm Insurance, Merck, and Bank of America. It's not really surprising to see companies turn to the military for leadership potential. A long tradition of books and seminars advises leaders to think like military leaders ranging from Sun Tzu to Norman

Schwarzkopf. And military veterans do have a variety of valuable skills learned through experience. General David Petraeus notes, "Tell me anywhere in the business world where a 22- or 23-year-old is responsible for 35 or 40 other individuals on missions that involve life and death . . . They're under enormous scrutiny, on top of everything else. These are pretty formative experiences. It's a bit of a crucible-like experience that they go through." Military leaders are also used to having to make due in less than optimal conditions, negotiate across cultures, and operate under extreme stress. However, they do have to relearn some lessons from the service. Some may not be used to leading someone like an eccentric computer programmer who works strange hours and dresses like a slob, but who brings more to the company's bottom line than a conventional employee would. Indeed, in some companies like Google, there is nothing like the chain of command military leaders are used to. Still, most forecasts suggest there will be an ample supply of battle-tested military leaders ready to report for corporate duty in the near future, and many companies are eager to have them.

Questions 1. Do you think leaders in military contexts exhibit the same qualities as organizational leaders? Why or why not? 2. In what ways not mentioned in the case would military leadership lessons not apply in the private sector? What might military leaders have to re-learn to work in business?