

Question No: 49 (Marks: 3)

Discuss different roles of a team leader?

There are four roles of team leader.

1. Liaisons with external constituencies
2. Troubleshooters
3. Conflict managers
4. Coaches

Question No: 54 (Marks: 10)

Discuss the Boston Consulting Group (BCG) matrix and explain its usefulness in segmenting businesses. Discuss the characteristics for each of the four categories based on the BCG matrix..

Answer

BOSTON CONSULTING GROUP (BCG) MATRIX:

The BCG matrix was developed by Boston Consulting Group. Its main purpose was to compare different businesses in an organization's portfolio on the basis of market share and market growth. It helps the organization in allocating resources to its various businesses.

Categories of BCG matrix:

The matrix defines four business groups. The SBUs plotted on BCG matrix can be classified as follows:

. Star:

Star has a high market share in a growing market.

. Cash Cow:

Cash Cow is an SBU which has high market share in a slowly growing market.

. Question Mark:

Have low market share in a growing market. They are the problem creators.

. Dog:

Has low market share in a low growing market.

Question No: 51 (Marks: 5)

Can individual be so much motivated that his/ her performance declines as a result of excessive efforts ? Discuss.

ANSWER

Yes, in certain case it's true. If a person set goals too high for himself, he may end up Demotivating himself because of the failure to achieve the goals.

When rewards are used by organizations as payoffs for better performance, the intrinsic

rewards, which are derived from person doing what they like, are reduced.

Due to excessive efforts, person loses the control over own behavior so that previous motivation diminishes.

The elimination of extrinsic rewards can produce a shifting from an external to an internal explanation in an individual's perception of thinking that why he works on a task. Too much motivation makes person to think differentiate themselves from others by their desire to do things better.

Question No: 52 (Marks: 10)

How can we implement Maslow's Hierarchy of need theory in our life? Discuss in detail.

ANSWER

Maslow's Hierarchy of Needs is based on the assumption that people are motivated by a series of five universal needs. These needs are ranked, according to the order in which they influence human behavior, in hierarchical fashion.

Physiological needs are deemed to be the lowest-level needs. These needs but be Fulfilled

Safety needs

The needs for shelter and security

Social needs

Include the need for belongingness and love

Esteem needs

After social needs have been satisfied, ego and esteem needs

Self-actualization

the need for self-realization, continuous self-development, and the process of becoming

all that a person is capable of becoming.

In daily life if we translate this theory its discuss food is basic need of human being we should look into this basic need to motivate our workers

Stability is equal to safety in Maslow's theory . friendship is equal to esteem in theory. Status and achievements esteem and achievement respectively.

Above theory is used to motivate our works,. We also get guideline during our daily life. It provides us the path to look into needs of others.

Question No: 53 (Marks: 10)

How can a manager make the delegation process more effective? Give Logical reasons to support your answer.

Answer

DELEGATION:

Delegation is the assignment of part of manager's work to Others along with responsibility and authority.

Effective Delegation: Delegation can be made effective in many ways:

- Trust: It is very important while delegating to have full trust in the subordinates. If manager lacks trust in subordinates he will always have a threat of their failure.
- Training the subordinates: Delegation can be effectively done if

subordinates know what and how they have to do their work. For this they must be trained well.

- Manager's knowledge about delegation: While delegating manager should know how to delegate i.e. how to take work from subordinates and which tasks should be assigned to subordinates.

Question No: (Marks: 5)

Who are responsible for setting goals? Do you think different Managers set goals, or one manager is responsible for it?

ANSWER

GOAL SETTING:

Goals are the desired outcomes for the individuals, groups or organizations. The success of an organization depends on its goals and how they are achieved. Goal setting is the responsibility of a manager.

There

are three managers at three different levels:

- . Top manager
- . Middle manager
- . First Line manager

Each manager is responsible for setting goals at different level.

1. Top manager sets the strategic goals which are organization wide.
2. Middle managers set Tactical goals
3. First line managers set operational goals which are related to the operations of the organization.

But it is important

Question No: 53 (Marks: 10)

Do you think motivation comes from within a person or it is a result of the situation?

Explain in your own words. What is motivation

ANSWER

Motivation is the internal condition that activates behavior and gives it direction; and energizes and directs goal-oriented behavior

Motivation comes from within. Very few people are highly motivated at work. Most people work at only a small fraction of their actual capabilities. Your Employer can create only motivational environment. It is up to you to motivate yourself.

The highest levels of motivation come when we are in tune with our mind and thinking.

Self-improvement is one of the best motivators because its comes from you inner feelings. Money Does Not Motivate. People adapt to the amount of money they are making that motivation is short- lived. Managers often try to motivate employees via promises of financial rewards and promotion but people likes motivators such as feeling

valued and appreciated. People are motivated when they feel understood.

True motivation only comes from within an individual but it can only be started from external factors.

Question No: (Marks: 3)

The famous painter Gull Ji was professionally an architect whereas; he was famous worldwide for his paintings. Which of the level of need is demonstrated in this case?

Answer:

The famous painter gull ji need to self actualization need. because now his all desires are completed according to Maslow theory. He fulfills his desires to become a famous in world

Question No: (Marks: 3)

“Strong communication network is an essential component of learning organizations”. Elaborate the statement.

Answer:

Without strong communication network learning organization cannot survive because challenging environment need to latest knowledge techniques, problem solving methods, workforce assortment issues, employees culture, employees working environment, and it is only possible when strong communication network is available. Every one has sufficient information for every thing in organization.

Question No: 51 (Marks: 5)

Is organizing important for all levels of managers? Give your opinion.

ORGANIZING, the second important function of (POLCA).

ANSWER

Organizing is itself an important managerial function which make it possible for managers to achieve the defined organizational goals, and managers are the persons who make that happen with organizing their team members their organization members it is actually , assembling required resources to attain organizational objectives. In short organizing is one of the major responsibility of all level of managers (top level, middle level, and first level) organizing have its unique importance for every level of management. And managers cannot achieve their organizational goals without that function.

Question No: 53 (Marks: 5)

Teacher does not evaluate the students’ home assignments rather he gives average marks to all of the students. After declaration of the results how students will respond to teacher’s evaluation in the light of expectancy theory?

Answer:

Teacher is rewarding average marks for all assignment. When students will see their marks then he should tell to teacher please give my marks according to my performance which performed by me in my home assignments. And they will say I should be deserved to get excellent marks according to my answer so please recheck our assignment again and try to make difference between us who is better performer in assignment and who is not better performer in assignments and according to our performance give marks for create difference

Question No: 52 (Marks: 5)

How would you differentiate between Bureaucratic control and Clan control approach?

Answer:

Bureaucratic control is formal control as contrast to clan control, it is mostly relied on organization work environment and behaviors of employees particularly means rules polices for employees and budgets which is important for every organization to estimate

the cost of every portion like sales budget, purchase budgets and require proper documentation and plan.

But clan control is informal means opposite of bureaucratic control not require proper documentation for every work. And informal relationships to regulate employee behaviors and facilitate the reaching of organizational goals

The text 'ADNAN AWAN' is displayed in a bold, sans-serif font. Each letter is filled with a different color from a rainbow spectrum, starting with pink for 'A', followed by red, orange, yellow, green, blue, and purple. The letters have a white outline and are set against a black background. A 3D shadow effect is applied to the text, making it appear to float above the surface.The email address 'Adnanawan6@gmail.com' is displayed in a bold, sans-serif font. Each character is filled with a different color from a rainbow spectrum, matching the style of the name above. The text has a white outline and is set against a black background. A 3D shadow effect is applied to the text, making it appear to float above the surface.