**Management Theory and Practice**

# April 2022 Examination

**1. Amar Bajaj Ltd, a company dealing with PVC pipes has traditionally been a centralized company from generations run by the founders. Now as the 3rd Generation steps in to take over the reins, they feel its high time, they go decentralized as the firm has grown leaps and bounds and become a mid-sized company today from the small scale it started with. They have hired you as a consultant for the same. Can you guide them about the same by making them aware of the pros and cons of both and helping them take a decision? (10 Marks)**

# Answer 1.

# Introduction

Aman Bajaj Ltd, dealing with PVC pipes, has been centralized for three generations now and expanded its business operations appreciably throughout these instances. As the third generation takes over, they feel the need to decentralize, aligning themselves with the new technology age. This will have its implications, and the organization ought to face massive repercussions within the market of PVC pipes. The focus of this record is to provide an informed choice regarding the pros and cons of such a bold pass within the market and how it's going to influence the extensive Its Half solved only

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**Q2. Pri Rock, a company dealing in gems and precious stones polishing earlier only had a base in Surat. It has now expanded its wings to Mumbai too and want to also get into other avenues of Jewelry. They have hired you as a consultant to help them design their organizational structure as earlier they used to follow the traditional line structure. They would want to use the 6-box model in order to determine what structure will suit them the best. Can you guide them on the same? (10 Marks)**

# Answer 2.

## Introduction

Pri Rock Company based out of Surat, India, wants to extend its enterprise operation in any other town, Mumbai, and uses the six box method to decide if the strategic circulate to expand into nearby territories will healthy them. In addition, they want to transition from the traditional organizational shape to a brand new organizational shape while developing profits quarterly and want a new framework to attain this. Weisboard's six-block model affords senior executives a

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**Q3. Simon Quartz, is an age-old company dealing in mechanical wrist watches and wall clocks. They feel that over the years their employees have lost their motivation and their performance standards is dipping.**

**a. They have hired you as a consultant. Can you guide them about how can they use Mc Cleland’s Theory of Needs to motivate their employees? (5 Marks)**

**b. Also, can you use ERG Theory, to help guide them to motivate their employees? (5 Marks)**

# Answer 3a.

## Introduction

The well-known watch organization, Simon Quartz, has noticed a recent dip inside the employees' performance and assumes it might do with the inducement of employees daily and new hints on how to improve it throughout. We look at some needs to inspire people to achieve

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# Answer 3b.

## Introduction

For the reason that age-old organization Quartz has observed out about the performance dip in's personnel, it desires to inspire its employees using the ERG concept. This will see a lift in performance indexes and a considerable rise in agency sales. It also enables the preservation of a