**Management Theory and Practice**

**June 2022 Examination**

**Q1. Green Bell is a retail giant in India. Currently only confined to metro cities for their giant super store outlets, they are planning to spread to smaller cities in India. While working on the resource allocation, HR is planning on shifting a few of the current staff to new locations while recruiting local staff at each location in parallel. They need to engage the current staff in training for the newer audience.**

**Discuss the expansion from the point of view of Hofstede’s five dimensions to include in the training. (10 Marks)**

**Ans 1.**

**Introduction:**

Hofstede's Cultural Dimensions theory, established by Geert Hofstede, is a structure for expertise cultural variations between nations and figuring out how businesses are performed in different cultures. In different words, the structure is intended to distinguish between particular national cultures, their aspects, and their effect in a commercial context. Hofstede's Cultural Dimensions principle was created using Geert Hofstede, a Dutch control researcher, in 1980. The reason for the examination turned into to discover the components of culture that differ. Power Distance

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**2. Sateesh is a project manager in an IT company. He needs to deploy some additional developers to be based on site. He has a meeting with the HR for the same and needs to give a plan of resource deployment to the HR with clarity on how many new members’ vs how many current developers can be deployed on site. Managers have to make many decisions.**

**Discuss various types of decisions managers typically make based on nature of the decisions, level of the management or capacity. (10 Marks)**

**Ans 2.**

**Introduction:**

Depending on the extent, relevance, and influence of a choice, it can be divided into several classes. Numerous authorities have classed selections in numerous methods. Managers in corporations often make four classes of choices: programmed, non-programmed, operational, strategic, and others. Depending on the quantity, relevance, and impact of the decision, it could be categorized into considered one of many classes. The act or system of thinking about numerous possibilities and picking one is stated as policymaking. It's vital to consider that

**Q3. EarthMovers Ltd is into providing heavy vehicle services. They have various heavy vehicles like tractors, cranes, bull dozers, mixer trucks, etc. They have been growing increasingly and have employed a total staff of 1200. They have divided their business in a Divisional structure. Based on this information, answer the following questions.**

**a. Discuss the features of divisional structure of organization and infer the divisions that EarthMovers may have employed. (5 Marks)**

**Ans 3a.**

**Introduction:**

Parallel divisions, or working units, make up a divisional organizational structure. These divisions might be responsible for a positive product or service, a specific geographic area, or a specific client organization. A company's divisional shape is one technique of organizing beautiful obligations. On the grounds of products or services, clients, and location, it develops

**b. Elaborate on the factors that influence organizational structures. (5 Marks)**

**Ans 3b.**

**Introduction:**

After planning, the corporation's position is the subsequent herbal step. Someone must labor and do the right project to obtain the plan's targets. human beings are motivated to work because of the organizing function. "Managers are concerned in choices that result inside a machine of skilled coordinated jobs," in line with the function. Many elements have a position in the