**Management Theory and Practice**

**April 2023 Examination**

**Q1. You are hired as a consultant by Thakur Publications, a newly setup organization dealing in publishing books. The CEO wants you to guide the newly recruited management trainees about the Principles of Management. Explain the factors affecting management thought (10 Marks)**

**Ans 1.**

**Introduction**

Management can be referred to as the procedure of handling and administering the activities of the business. It is keeping and producing a business setting where the company's staff members can interact harmoniously to achieve organizational goals. All the activities, regardless of their type, nature, size, and framework.

Management functions as a roadmap or an overview to all the company's staff members and offers instructions for their initiatives toward the business's welfare.

Principles of Management are additionally considered an art and scientific research. It is only half solved

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**Q2. The newly set up management team is divided in their deliberation on a certain topic and require your help. The core area of this discussion is whether Management can be a profession or not. As the head of the forum, can you throw some light on whether Management can be a profession (10 Marks)**

**Ans 2.**

**Introduction**

Effective Management is the backbone of a successful organization. Management is crucial for a coordinated and organized life and is necessary to run all kinds of organizations. Management is additionally crucial in making educated choices and working in the direction of attaining business goals. It helps the company get things done by the right people by handing over the work among them according to their skills and top quality. If a business has effective Management, it will likely be rewarding and thrive

**Q3. Mercure, a famous hotel chain in India is losing its market share to its peers. The major reasons contributing to the same is that there is a lot of conflict in the organization due to which correct and timely decisions are not being taken. The company has hired you as a consultant to understand and solve this issue**

**a. Explain the different types of Conflicts that can arise in an organization? (5 Marks)**

**Ans 3a.**

**Introduction**

Organizational conflict, likewise referred to as workplace conflict, can be defined as the state of misconception or disagreement happening because of dissent of needs, sources, beliefs, and relationships between the firm's employees. Conflict can occur in the workplace when individuals interact when their opinion

**Q3b. Explain what strategies can be used by Mercure to resolve these conflicts? (5 Marks)**

**Ans 3b.**

**Introduction**

As discussed above, any organization should resolve conflicts as early as feasible to stop damages. For this, the business must take specific steps and carry out various methods. Allow's research them-

**a) Identify the root cause-** Leading business officials must comprehend the troubles' origin