**Management Theory and Practice**

**April 2024 Examination**

**Q1. Using Hofstede’s 5 dimensions, can you help Lalit Hotels to open their new branch in Dubai, UAE. Guide them about the cultural differences they need to keep in mind? (10 Marks)**

**Ans 1.**

**Introduction**

The successful establishment of a new branch of Lalit Hotels in Dubai, UAE, necessitates a deep understanding and thoughtful application of Hofstede's cultural dimensions theory. This theory, developed by Geert Hofstede, is a framework for understanding cultural differences across countries and regions. Dubai's unique cultural landscape, characterized by its traditional Arab values blended with a cosmopolitan flair, presents both challenges and opportunities for Lalit Hotels. Given that cultural sensitivity and adaptation are key to successful international business ventures, it's imperative for Lalit Hotels to carefully analyze each of Hofstede's five dimensions – Power Distance, Individualism vs. Collectivism,

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**Q2. As a management trainer to a startup dealing with chipsets, can you explain 6 box organizational model and its role in helping them design their organizational structure? (10 Marks)**

**Ans 2.**

**Introduction**

The 6 Box Model, a brainchild of Marvin Weisbord, is a diagnostic framework pivotal in assessing and improving the functionality of organizations. Particularly beneficial for a startup specializing in chipsets, this model facilitates a comprehensive understanding of the various dimensions influencing an organization's efficiency and effectiveness. Startups, often characterized by their agility and innovative spirit, confront unique challenges in managing growth, ensuring technological advancements, and maintaining a competitive edge. In such a scenario, the 6 Box Model serves as an essential tool. It encompasses six critical areas: purposes, structures, relationships, rewards, leadership, and helpful mechanisms. By

**Q3. Hortons Ltd has been facing many loses, losing clients and want to modernize themselves using modern techniques and have hired you as a consultant for the same. Can you explain the following concepts to them and how will they help them modernize a rubber manufacturing business like theirs**

**a. 5S Framework (5 Marks)**

**Ans 3a.**

**Introduction**

Hortons Ltd, a company in the rubber manufacturing sector facing significant challenges, seeks to revitalize its operations and regain competitiveness. The 5S Framework, originating from Japanese management practices, presents an ideal solution. This framework is not just a set of principles but a culture aimed at creating efficiency, safety, and a disciplined work environment. In an industry like rubber manufacturing, where precision, cleanliness, and

**b. Lean Production (5 Marks)**

**Ans 3b.**

**Introduction**

For Hortons Ltd, a company striving to overcome losses and client attrition in the rubber manufacturing sector, the concept of Lean Production offers a transformative approach. Originating from the Toyota Production System, Lean Production emphasizes minimizing waste while maximizing productivity. This methodology is not just a set of tools and