



**NMIMS Global Access**

**School for Continuing Education (NGA-SCE)**

**Course: Management Theory and Practice**

**Internal Assignment Applicable for September 2022 Examination**

Assignment Marks: 30

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**Instructions:**

- *All Questions carry equal marks.*
- *All Questions are compulsory*
- *All answers to be explained in not more than 1000 words for question 1 and 2 and for question 3 in not more than 500 words for each subsection. Use relevant examples, illustrations as far as possible.*
- *All answers to be written individually. Discussion and group work is not advisable.*
- *Students are free to refer to any books/reference material/website/internet for attempting their assignments, but are not allowed to copy the matter as it is from the source of reference.*
- *Students should write the assignment in their own words. Copying of assignments from other students is not allowed.*
- *Students should follow the following parameter for answering the assignment questions.*

<b>For Theoretical Answer</b>	
<b>Assessment Parameter</b>	<b>Weightage</b>
Introduction	20%
Concepts and Application related to the question	60%
Conclusion	20%

<b>For Numerical Answer</b>	
<b>Assessment Parameter</b>	<b>Weightage</b>
Understanding and usage of the formula	20%
Procedure / Steps	60%
Correct Answer & Interpretation	20%

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1. Here are two situations for you, please read them carefully and enumerate the type of managerial decision making is considered in each of the situations and elaborate on the importance of managerial decision-making.



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Situation 1. Rosette diamonds is a large company with 5 big units of production. Shamim is the manager of in one of the production units and is responsible for creating weekly work schedule for employees in various production units. The unit is a mixture of full time, part time and contract employees. What type of decision making is this? Elaborate.

Situation 2. During the pandemic situation, Rosette diamonds needed to close down two of their units temporarily. Now, there is a dilemma in front of the directors. While they know that the company will bounce back and hence, they do not want to let go their employees, but currently they do not have enough projects for all of them. What type of decision making will they need to indulge in? Elaborate. **(10 Marks)**

2. Jimmy and Charmi are Marketing managers with Bhavi Automobiles. They joined the company approximately at the same time. Jimmy is looking after luxury cars section and Charmi is looking after SUV section. Jimmy ends up getting a higher incentive than Charmi due to the kind of product and sales he has to engage in. Charmi feels let down sometimes due to this difference. However, on one occasion when Jimmy and Charmi meet at lunch hours, Jimmy shares with Charmi that he is not happy with the job and has resigned and will be joining the competition company since they offer better incentives for the luxury car section. How will you connect the equity theory of motivation in this case? Please elaborate your answer. **(10 Marks)**

3. Japan Lights was a unit of Brizz Electricals. Japan Lights employs 120 workers for their assembly lines. The workers had been doing their job with manual assembling machines which was to be replaced by Automatic assembly lines. Please answer the following questions.

- a. The decision of replacement was not taken positively by all the workers. Almost 80% workers approached the management with a threat of a strike against bringing in the automation. Discuss two types of resistance to change usually observed in such situations.

**(5 Marks)**



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- b.** What techniques of handling resistance could be employed for this problem? Suggest any three. **(5 Marks)**

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