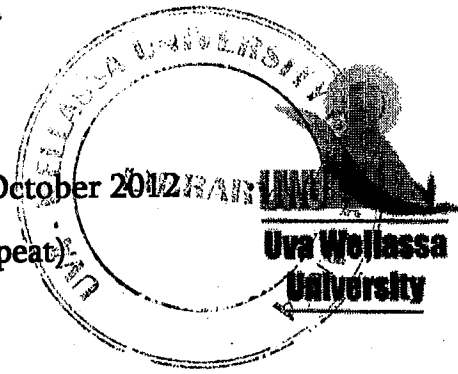


Uva Wellassa University, Sri Lanka
Faculty of Science and Technology
2nd Year 2nd Semester Examination – September/October 2012/2013

Principles of Management - IIT-231-2 (Repeat)

Time: Two (02) Hours
Part B - Essay questions



Answer any two (02) questions.
Marks allocation: 50 marks

01. "Organizational change is identified as the adaptation of new idea or behavior by an organization. In order to be competitive in the market organizations may change either products or technology."

You are required to:

- i) List the possible forces for change. (06 marks)
- ii) Briefly explain the reasons for resistance to change. (07 marks)
- iii) Explain the change implementation tactics available for managers. (12 marks)

(Total – 25 Marks)

02. Scholars say that if you fail to plan, you are planning to fail. Hence, organizational planning is of greater importance for the successful achievement of organizational goals.

You are required to:

- i) Explain the need for planning. (05 marks)
- ii) Identify the barriers to planning. (05 marks)
- iii) Explain the different roles played by vision, mission, goals and objectives. (15 marks)

(Total – 25 Marks)

03. With the changes of the business environment, managers have to make structural changes to the organization in a manner that is compatible with the changing environment.

You are required to:

- i) Define the term "Organizational Design" (03 Marks)
- ii) Briefly explain the key elements of "Organizing". (10 Marks)
- iii) Compare and contrast vertical functional organizational structure and matrix organizational structure. (12 Marks)

(Total – 25 Marks)

04. Managers are concerned with improving the ethical climate and social responsiveness of their organizations. It is manager's responsibility to take active steps to ensure that the organization stays on an ethical footing.

You are required to:

- i) What is meant by social responsibility of an organization? (15 marks)
- ii) Why an organization should engage in socially responsible activities? (04 marks)
- iii) How a manager can contribute to build an ethical organization? (06 marks)

(Total – 25 Marks)