



Date: 22-05-2021
Day: Saturday

29
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Name: Parth. Shantanu. Deshpande Class: XIIth Subject: OCM

TEST-1

(Q.1)

Ans →

① 14 principles of management are developed by Henry Fayol.
→ (b) Henry Fayol.

② Management Principles Influence Human Behaviour.
→ (a) Human Behaviour

③ Concentration of power or authority is stated in the principles of Centralisation.
→ (a) Centralisation.

④ According to the principles of equity all employees should be given same treatment.
→ (c) equity.

⑤ F.W. Taylor is called as the father of Scientific Management.
→ (b) Scientific.

(Q.2)

Ans →

Group A

Ans →

Group B

(a) Henry Fayol → 4] French Engineer.

(b) Principle of Unity of Command → 10] One Man many boss.

(c) Time study → 5] Study the time required for job

(d) F.W Taylor → 2] Father of Scientific Management

(e) Management principles → 1] Universal

(Q.3)

Ans:

① Father of modern management.

→ Henry Fayol

② Father of Scientific Management.

→ F.W. Taylor

③ The principle which says team spirit is a strength.

→ Principle of Esprit De Corps.

④ The principles of management that says the work should be divided into parts.

→ Principle of Division of Work.

⑤ The principle of management explaining importance of the fair payment to workers.

→ Principle of Remuneration.

(Q.4)

Ans:

Ans: Principles of Scientific Management was proposed by an American Chief Engineer, F.W. Taylor, who later rose to the position of Chief Engineer.

• His motive was that every work should be done in a specific scientific manner.

• Principles of Scientific Management are as follows:-

1) Science, not rule of Thumb: By this, Taylor stated that work should be divided in a scientific manner, like firstly scientific research of the particular job should be done and not by Trial or Error Method.

* He also stated that job should not be given by judgement but there should have some criteria like to check.



physical, mental, etc. and quality of a person for giving a job and also should conduct interviews and test for the same.

2] Mental Revolution It states that there should be a change in attitude of employees and for which the manager should create a suitable environment.

* All problems should be solved scientifically and employees should also work with full devotion.

*

3] Co-operation, Not Individualism.

4] Division of Responsibility.

5] Development of Employer & Employees for maximum prosperity and efficiency.

(Q.5)

Ans →

The principles of Modern management are proposed by Henry Fayol who was firstly a French mining Engineer and then rose up to the position of Chief Managing Director. He has stated 14 principles of management in his book 'General and Industrial Administration'.

14 Principles of Modern Management are as follows:-

Principle of

1] Division of Work: This principle states that work should be divided according to the quality of employee to do the job in best and efficient manner.

2] Principle of Authority & Responsibility: Authority means right to take decision in an efficient way. Responsibility means when a person is responsible for a specific task or job.

3] Principle of ^{Unity} Division of Command: It states that every person in charge should have ~~at least~~ one boss to go through or command him.

4] Principle of Discipline: It means, every employee has to follow the rules and regulations of the respective organisations.

5] Principle of Centralisation and Decentralisation: Centralisation means authority or power remains with the Top management. Whereas, Decentralisation means Delegation of Authority into many parts in order to take decisions fast and efficiently.

6] Principle of Unity of Direction: It means, every employee, top or lower authority should work towards the same direction, i.e., growth of the organisation.

7] Principle of Subordination of Individual interest to general interest: It states that person growth and development of organisation is more important than any employee's personal interest.

8] Principle of Scalar chain: It means that work/job should be divided ^{starting} from Top authority to the lowest authority and each authority should communicate to the nearest top authority which saves time and work can be done efficiently.

9] Principle of Remuneration: It states that each employee should be given their specific wage or salary on time.

10] Principle of Order: It means that everyone/everything should have their particular decided place in order to maintain standardization.



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11] Principle of Initiative

12] Principle of Stability of Tenure:- It means that the ^{frequent} change of employees should be reduced to maintain proper management of the organisation.

✓ 13] Principle of Equity:- It states that all employees should be treated equally and given same treatment.

14] Principle of Esprit De Corps:- It indicates that the organisation should have team spirit as team spirit is a strength.