

**INDIAN SCHOOL AL WADI AL KABIR**

**DEPARTMENT OF COMMERCE**

**CLASS -12 BUSINESS STUDIES**

**CHAPTER -2 PRINCIPLES OF MANAGEMENT REVISION QUESTIONS**

1. Principles enable a better understanding of the relationship between human and material resources in accomplishing organisational purposes. Which of the following characteristic of principles of management is reflected in the above statement?

- (a) Principles are flexible in nature (b) Principles are contingent (c) Principles are behavioural  
(d) General guidelines

2. 'The principles of management are dependent on the prevailing situation at particular point of time.' Identify the nature of principles of management

- (a) Contingent (b) Flexible (c) Mainly behavioral (d) Cause and effect relationship

3. Match the concepts with their interpretation:

Techniques

Statements

1. Principles of management

A. Flexible

2. Principles of science

B. Moral connotation

3. Values

C. A way to carry a particular task

4. Techniques

D. Rigid

Find the correct option:

- (a) 1-A, 2-D, 3-C, 4-B (b) 1-A, 2-D, 3-B, 4-C (c) 1-B, 2-D, 3-A, 4-C (d) 1-B, 2-D, 3-B, 4-A

4. 'Keshav keeps machines, materials, tools, etc., ready for operations by concerned workers'. Whose work is described by this sentence under functional foremanship?

- (a) Instruction Card Clerk (b) Repair Boss (c) Gang Boss (d) Route Clerk

5. Match functions with the nature of specialists:

Functions done

Name of Boss

1. Keep Machines and tools ready

A. Speed Boss

2. Keep check on quality of work

B. Inspector

3. Timely and accurate completion of work

C. Repair Boss

4. Ensure proper working condition of machines

D. Gang Boss

Find the correct match:

(a) 1(D) 2(B) 3(A) 4(C) (b) 1(C) 2(B) 3(A) 4(D) (c) 1(B) 2(C) 3(A) 4(D) (d) 1(D) 2(B) 3(C) 4(A)

6. Paridhi has been made in charge of the Chemistry Laboratory. She conducted a scientific study to arrange the material to be kept in the laboratory.

Identify the work study mentioned in above case.

(a) Method Study (b) Motion Study (c) Time Study (d) Fatigue Study.

7. CEOs of Uber and Zomato decided to look after the financial needs of the employees during the ill effects of COVID 19 as they believed they are the people who helped them create their business. The decision of retention of employees relates to which of the following principle of management?

(a) Esprit de corps (b) Stability of tenure of personnel (c) Discipline (d) Remuneration of employees

8. 'An employee contacts the CEO directly to complaint about the problems employees are facing at the work station'. Which principle of management is violated here?

(a) Unity of command (b) Unity of direction (c) Scalar chain (d) Discipline

9. Which of the following statement is not true about Taylor and Fayol?

(a) Taylor worked at shop floor area whereas Fayol worked top level of management

(b) Taylor's contribution was applicable to specialized situations whereas Fayol's contribution was universally applicable.

(c) Taylor's contribution was based on personal experiences whereas Fayol's contribution was based on observations and experimentations.

(d) Taylor's contribution was towards increasing productivity whereas Fayol's contribution was on improving overall administration

10. Which of the following statement correctly describe the meaning of principle of order?

1. Command by a superior to his subordinates

2. Materials, tools and apparatus should be kept at their respective place after use

3. Employees should be available at their respective workstations

Correct answer would be:

(a) Only 1 (b) 2 & 3 (c) 1 & 3 (d) 1,2 & 3

### **MCQs based on Case Problem**

Read the following text and answer question numbers 11-15 on the basis of the same:

Kashish Kapoor, a young entrepreneur has set up a private limited company to manufacture different kinds of eco-friendly packaging materials. He has done his MBA from Japan and served in a Japanese company for three years. He proposed to adapt to logical approach to his business

rather than hit and trial method as he knows that this can result in tremendous saving of human energy as well as wastage of time and materials. He got highly influenced with the Japanese work culture, so he planned to adopt paternalistic style of management in his factory as well. His father appreciated the Japanese culture but advised him to modify the principles as per the demand of the situation. For greater productivity, he believed in separation of planning and execution functions and decided to extend this concept to the shop floor. He believed that an organization cannot succeed without winning the confidence of his employees and for that it is very important that management and workers both honour their commitments. He shared his vision with his managers. His team was very excited to have new ideas and an enthusiastic entrepreneur.

11. "He proposed to adopt logical approach to his business rather than hit and trial method as he knows that this can result in tremendous saving of human energy as well as wastage of time and materials." Which importance of principle of management is highlighted in this sentence?

(a) Scientific decision (b) Optimum utilization of resources and effective administration (c) Providing managers with useful insight into reality (d) Fulfilling social responsibility

12. "He got highly influenced with the Japanese work culture, so he planned to adopt paternalistic style of management in his factory as well." Which scientific principle of management is Kashish Kapoor talking about?

(a) Science, not rule of thumb (b) Harmony, not discord (c) Cooperation not individualism (d) Development off each and every person to his or her greatest efficiency

13. "His father appreciated the Japanese culture but advised him to modify the principles as per the demand of the situation." Identify the nature of principles of management.

(a) General guidelines (b) Mainly behavioural (c) Flexible (d) Contingent

14. "For greater productivity, he believed in separation of planning and execution functions and decided to extend this concept to the shop floor." Which technique of scientific management has been referred to in above lines?

(a) Simplification (b) Differential Piece Wage system (c) Functional Foremanship (d) Standardisation

15. "He believed that on organization cannot succeed without winning the confidence of his employees and for that it is very important that management and workers both honour their commitments." Identify Fayol's principle of management highlighted in above lines.

(a) Discipline (b) Equity (c) Espirit de Corps (d) Initiative

Note: In paternalistic style of management, a manager treats employees as a family member and expects loyalty, trust and obedience from them.

16. Assertion (A): According to Taylor, there should be complete cooperation instead of individualism between workers and management.

Reason (R): The principle of 'harmony not discord' says that there should be complete harmony between management and workers.

Find the correct option:

(a) Both A and R are true and R is the correct explanation of A (b) Both A and R are true but R is not the correct explanation of A (c) A is true but R is false (d) A is false but R is true

17. Assertion (A): Even a small production activity like loading pigs of iron into boxes can be scientifically planned and managed. Reason

(R): Taylor believed that there was only one best method to maximise efficiency.

Find the correct option:

(a) Both A and R are true and R is the correct explanation of A (b) Both A and R are true but R is not the correct explanation of A (c) A is true but R is false (d) A is false but R is true

18. Assertion (A): Personnel should be selected and appointed after due and rigorous procedure. Reason (R): The principle of 'Stability of Personnel' says that employee turnover should be minimized to maintain organizational efficiency.

Find the correct option:

(a) Both A and R are true and R is the correct explanation of A (b) Both A and R are true but R is not the correct explanation of A (c) A is true but R is false (d) A is false but R is true

19. Assertion (A): Employees deserve just and fair remuneration but what is just and fair is determined by multiple factors. They include contribution of employees, paying capacity of employer and also prevailing wage rate for the occupation under consideration.

Reason (R): The principles of management are flexible and can be modified by the manager when the situation so demands.

Find the correct option:

(a) Both A and R are true and R is the correct explanation of A (b) Both A and R are true but R is not the correct explanation of A (c) A is true but R is false (d) A is false but R is true

20. Assertion (A): Both the workers and management both honour their commitments without any prejudice towards one another.

Reason (R): The principles of 'Espirit De Corps' says that management should promote a team spirit of unity and harmony among employees.

Find the correct option:

(a) Both A and R are true and R is the correct explanation of A (b) Both A and R are true but R is not the correct explanation of A (c) A is true but R is false (d) A is false but R is true

21. 'If this principle is violated, authority is undermined, discipline in jeopardy, order disturbed and stability threatened.' Identify the principle of management

(a) Discipline (b) Unity of Direction (c) Order (d) Unity of Command

22. Name the principle of management given by Fayol which when applied would mean that the workers and management both honour their commitments without any prejudice towards one another.

(a) Discipline (b) Mental Revolution (c) Remuneration of employees (d) Scalar chain

23. The principle of management given by Fayol which aims at preventing overlapping of activities is:

(a) Division of work (b) Unity of Command (c) Unity of Direction (d) Order

24. Taylor believed that there was only one best method to maximise efficiency. This method can be developed through study and analysis. Identify the principle of Scientific management being discussed above:

a) Harmony not discord b) Science not rule of thumb c) Development of each and every person to his or her greatest efficiency and prosperity d) Cooperation not individualism

25. The CEO of Radhe Cycles Pvt Ltd. Mr. Kumar wants to get maximum output from the employees at a competitive cost. On the other hand, Ramakaant, an employee of the company wants to get the maximum salary while working the least. The Principle of management given by Fayol being violated by Ramakaant is -----.

(a) Remuneration (b) Equity (c) Discipline (d) Subordination of individual interest to general interest.

26. The technique of Scientific Management given by Taylor, which aims to establish interchangeability of manufactured parts and products is .....

(a) Method Study (b) Motion study (c) Standardization (d) Differential Piece wage system.

27. According to the technique of Scientific management "Differential Piece Wage system" How much more will a worker making 60 units earn as compared to a worker making 49 units? If the standard output per day is 50 units and those who make standard output or more than standard get Rs. 75 per unit and those below get Rs. 65 per unit.

(a) Rs. 4500 (b) Rs. 3185 (c) Rs. 1315 (d) Rs. 3250

28. Paridhi has been made in charge of the Chemistry Laboratory. She conducted a scientific study to arrange the material to be kept in the laboratory. Identify the work study mentioned in above case

(a) Method Study (b) Motion Study (c) Time Study (d) Fatigue Study

29. Panchayats in our country have been given more powers to decide and spend funds granted to them by the government. The principle of management highlighted in the above statement is

(a) Equity (b) Centralisation and decentralisation (c) Authority and Responsibility (d) Esprit De corps

30. Which of the following statement best describes the principle of 'Division of Work'?

(a) Work should be divided into small tasks (b) Labour should be divided (c) Resources should be divided among jobs (d) It leads to specialisation