

MINOR 1 EXAM

COURSE: ORGANIZATION AND PEOPLE MANAGEMENT (MSL 301)

TOTAL MARKS: 15

DATE: 03 Feb 2017

DURATION: 1 HOUR

ANSWER ALL THE QUESTIONS.

1. Compare and contrast Taylorism with Fordism. (4 Marks)
2. The following news piece titled "Online Recruitment Plan for Govt Jobs in the Works" was published in ET on 30-04-2016. Read this piece and answer the question that follows it.
 'An online recruitment plan in the works may soon relieve thousands of such aspirants of the need to queue up at offices multiple times, jostle to put in a word from somebody important and possibly offer a bribe to get their police verification fast tracked- all to join a coveted government job. The Centre is planning a "faceless, paperless and cashless" experience for government recruitments. This follows a proposal of a group of secretaries to the prime minister, as per which the candidates will not have to come face-to-face with any government official from applying till joining the job.

As per the plan, all government vacancies will be put up on a common portal and applications will be invited online. Applicants will be allowed to certify their applications with eSign, an online electronic signature service which enables an Aadhaar card holder to digitally sign a document. This will do away with the need of physically signing application forms and queuing up at offices to submit them. The new system will also allow payment of exam fee online through universal payment interface. The candidates will be able to upload their certificates into a digital locker, which will allow the government access these documents online.

How would this E-recruitment policy affect Bureaucracy in the Government? Explain with respect to Weber's six characteristics of bureaucracy in organizations. (6 Marks)

3. Match the following (3 Marks)

COLUMN 1	COLUMN 2
A McGregor	A Cognitive dissonance
B Herzberg	B Theory Y
C McClelland	C Hygiene factors
D Locke	D Goal-setting
E Festinger	E Need for Power
F Hofstede	F National Culture

4. Match the following (2 Marks)

COLUMN 1	COLUMN 2
A Extraversion	A Calm
B Agreeableness	B Organized
C Conscientiousness	C Cooperative
D Emotional stability	D Gregarious