



Rayat Shikshan Sanstha's
Karmaveer Bhaurao Patil Institute of Management Studies and Research,
Varye Satara.

Rayat Shikshan Sanstha's, Karmaveer Bhaurao Patil Institute of Management Studies and Research, Varye, Satara is the pioneer institute to start Open Book examination for MBA program in the realm of Shivaji University, Kolhapur.

The detailed documents are presented herewith.

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Rayat Shikshan Sanstha's
Karmaveer Bhaurao Patil Institute of Management Studies and Research, Satara
MBA I,(Sem I) Open Book Examination Nov. 2013

Objectives:

1. To inculcate decision making ability amongst students through problem solving and case discussion.
2. To test the understanding of basic concepts with its practical implementation.
3. To foster creative thinking, innovation and creative writing amongst students.

Instructions:

Duration: 3 hours

Question Paper Sets: 4, A, B, C, D to be given serially from Roll No 1 to 70.

What you can carry in Examination hall?

Printed Material related to subject, your own notebooks, writing /drawing material, and a **simple calculator** (without scientific functions)

If you are carrying **Cell Phone** with you it should be **switched off** during examination time
TABs, Laptops or any device where internet can be used is not allowed in examination hall.

What is expected from students?

Be in time (15 minutes before the exam starts) in Exam Hall

You can interact among yourselves; refer material that you are carrying for attempting answers.

Take care that you are not copying answers of any of your peers.

You are supposed to solve questions **in only one answer sheet** provided. There is no provision for supplements.

You can draw diagrams wherever necessary.

Students are not allowed in examination hall half an hour after the scheduled time. Students cannot leave examination hall before one hour after examination starts.

How the question papers are set?

Question Papers are set to assess your level of understanding of concepts you have learnt.

Case lets, situations are cited in question papers where you have to analyze the problems and offer solutions by applying concepts. Rather than your memory, this examination tries to examine your understanding and problem solving ability.

Difficulty level of all question paper sets is similar. You have to attempt the question paper set that has been assigned to you.

Mention the **question Paper** set that you are solving on **top right corner** of your answer sheet.

How the question papers would be assessed?

Basic thrust of assessing question paper would be to evaluate solutions given to the problem/case/situation which is expected to be creative, innovative and exact (in quantification) in manner. The solution given should be in the limit of calculated risk. The solution must be justifiable with its implementation plans. The quality of contents and not the length of answer would be judged.

Seat Numbers and Set Number:

SET 'A'	SET 'B'	SET 'C'	SET 'D'
1,5,9,13,17,21,25,29,33,37,41,45,49,53,57,61,65,69	2,6,10,14,18,22,26,30,34,38,42,46,50,54,58,62,66,70	3,7,11,15,19,23,27,31,35,39,43,47,51,55,59,63,67,	4,8,12,16,20,24,28,32,36,40,44,48,52,56,60,64,68


Dr R D Kumbhar
Exam Coordinator




Dr B S Sawant
Director

Rayat Shikshan Sanstha's
Karmaveer Bhaurao Patil Institute of Management Studies & Research, Satara
MBA Preliminary Examination April 2014.

Notice

Date: 27th March 2014


Preliminary Examination of MBA is scheduled from 9th of April 2014 and Open book examination is scheduled from first week of May 2014. All Faculty members are hereby informed to send question paper manuscript of preliminary examination before 4th April 2014 and open book examination before 25th April 2014 on e mail id exammba@gmail.com. Question paper should be submitted in soft copy and use following format.


- 1) MS word document
- 2) Use times new roman font Size-14 for college name & subject, times new roman font size -12 for remaining question paper.
- 3) Set two papers in one page if possible.



Exam Coordinator






Director
 27/3/2014


 S.R. Nikam
 27/3/14, 3:55pm

 S.S. Phadatore


 S.V. Kolhatkar

 S.B. Chavhan

 Mr. B. Bhosale
 S.S. Bhola

 Ashu V. B. Shah
 ns

 R.R. Chavan

 S.A. Bhosale
 V.A.U.

**Rayat Shikshan Sanstha's
Karmaveer Bhaurao Patil Institute of Management Studies & Research,
Satara**

Notice

Date: 25th March 2014

All MBA Part I students are hereby informed that Preliminary Examination is scheduled from 9th April 2014 which is as per university pattern and Open book examination will be conducted in second week of May 2014. Both examinations have equal weightage for internal credit. (i.e. 5 marks for Preliminary Examination and 5 marks for open book examination)


Dr R D Kumbhar
Exam. Coordinator




Dr B S Sawant
Director



SET -D

Rayat Shikshan Sanstha's
Karmaveer Bhaurao Patil Institute of Management Studies and Research, Varye, Satara
MBA-I –Mid Term Examination, Nov, 2013
Paper VIII: Legal Framework of Business

Day and Date : Monday, 18th November 2013

Total marks: 80

Time : 10:30 am to 01:30 pm

Instructions:

1. Open Book Examination and duration is three hours
2. Student should not leave Exam Hall before submitting Answer book
3. Every answer should be with qualitative analysis.
4. All questions are compulsory.
5. Each question carries 20 marks.

Q.1 A) Ram's important documents lost while travelling. He sent his servant in search of those documents. When the servant had left, Ram, by handbills, offered to pay Rs. 2,000 to anybody discovering documents. The servant came to know of this offer only when he had traced the lost documents. He, however, brought an action to recover the reward. Will he succeed in his attempt?

(10 marks)

Q. 1 B) Dipali bought a LCD from Girish Enterprises. It was defective right from the beginning and it did not work in spite of repairs by the expert mechanics. Dipali wants to return the LCD to Girish Enterprises and claim refund. State the provisions of the Sale of Goods Act regarding the liability of the seller in this case.

(10 marks)

Q. 2 A) A customer draws a cheque on his banker for Rs. 200 carelessly leaving a blank space before the words and figures 'Two Hundred'. The holder fills it up Rs. 1,200, and obtains payment. Which party has to bear loss?

(10 marks)

Q.2 B) P & Co. has its registered office at Mumbai. The company wishes to transfer it to Baroda. What will be the necessary procedure to be followed?

(10 marks)

Q. 3) One of the world's oldest and leading luxury car manufacturer, Mercedes Benz has been slapped a fine of Rs 2 lakhs for selling a used demo car as new to a customer in Chennai. Discuss in detail about this case. Explain the redressal machinery also.

(20 marks)

Q. 4) Though the application of right to information act has its own limits it has helped enormously to check the corruption and illegal activities in India. List down the events which in corporate India and/ or society where the activist has meaningfully used the different provisions of right to information act.

(20 marks)

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SET A

Rayat Shikshan Sanstha's
KARMAVEER BHAURAO PATIL INSTITUTE OF MANAGEMENT STUDIES AND
RESEARCH, SATARA

MBA Part-I Semester-I (Revised) Mid Term Examination November 2013
PRINCIPLES AND PRACTICES OF MANAGEMENT

Paper-I

Day & Date: Friday, 8th November 2013
Time: 10.30am To 1.30pm

Total Marks: 80

Instructions:

1. Open Book Examination and duration is three hours
2. Student should not leave Exam Hall before submitting Answer book
3. All Questions are Compulsory
4. Additional supplement is not provided
5. Figures to the RIGHT indicate FULL marks

1. Diane the nurse has given a resignation letter to the administrative director of her hospital. This letter has been given by her stating the reason that she has not been able to get her job done. She explains, referring to one of the days a work that she walks into her office at 7.45 a.m. she finds a message on her desk from the hospitals head nurse asking her to give the hospitals bed occupation by 10.00 a.m. that morning as she has to present it to the hospital board that afternoon. After some time she finds her immediate supervisor Jeanine walking into her office & enquiring to her about two nurses who were not on duty on the floor that day. On explaining to Jeanine the shortcomings that Dr. Reynolds (the surgery dept. head) had due to overload in the dept. had taken the two nurses off the floor, Jeanine asks Diane to get things sorted out immediately & ensure within an hour that both the nurse are back on duty at their floors. Frustrated with this harassment she decides to resign.

a) Analyses the case.

20

2. a) "The managers most basic responsibility is to focus people towards performance of work activities to achieve desired outcomes" Justify the statement from your perspective.

10

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Phulatare S.S.

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b) Today's business environment offers many business opportunities and challenges for success and therefore everyone is trying their level best. Share the best current practices that hold your attention. 10

3. Your family friend has started eco friendly corrugated box factory seeking your advice to design job Responsibilities and Authorities for the following posts they require for the smooth functioning of factory so design the job Responsibilities and Authorities for his organization. 20

- a) Marketing Executive
- b) HOD of Human Resource department
- c) Sr. Sales Manager
- d) Accountant

4. In the process of manpower planning with respect to departmentalization an MNC producing an electronic product propose to plan on paper the organizational design require to manage operations in Maharashtra State of India. The assignment is endorsed to you to test your opinion since you are undergoing training in the organization for experience. How the organizational structure would look like. 20
-



SET B

Rayat Shikshan Sanstha's
KARMAVEER BHAURAO PATIL INSTITUTE OF MANAGEMENT STUDIES AND
RESEARCH, SATARA

MBA Part-I Semester-I (Revised) Mid Term Examination November 2013
PRINCIPLES AND PRACTICES OF MANAGEMENT
Paper-I

Day & Date: Friday, 8th November 2013

Total Marks: 80

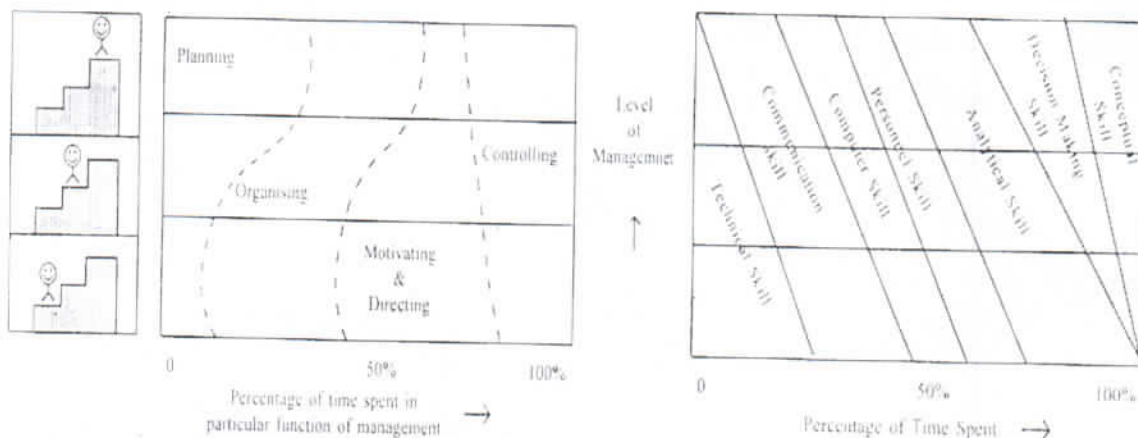
Time: 10.30am To 1.30pm

Instructions:

1. Open Book Examination and duration is three hours
2. Student should not leave Exam Hall before submitting Answer book
3. All Questions are Compulsory
4. Additional supplement is not provided
5. Figures to the RIGHT indicate FULL marks

1. Elaborate the following diagrams.

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2. a) Design your own planning and organizing policy for changing education system.

10

- b) Authority, Responsibility and Accountability, one can coordinate in changing managerial human perspectives. Justify with few examples.

10

3. People keep on sharing their life plans at least with core friends. Share the same with your friend using time period of targeted achievement.

20

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4. In the process of manpower planning with respect to departmentalization an MNC producing FMCG product propose to plan on paper the organizational design require to manage operations in Maharashtra State of India. The assignment is endorsed to you to test your opinion since you are undergoing training in the organization for experience. How the organizational structure would look like.

20



Rayat Shikshan Sanstha's
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INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH, SATARA
 MBA Part-I Semester-I (Revised) Mid Term Examination November 2013
PRINCIPLES AND PRACTICES OF MANAGEMENT
 Paper-I

Day & Date: Friday, 8th November 2013
Time: 10.30am To 1.30pm

Total Marks: 80

Instructions:

1. Open Book Examination and duration is three hours
2. Student should not leave Exam Hall before submitting Answer book
3. All Questions are Compulsory
4. Additional supplement is not provided
5. Figures to the RIGHT indicate FULL marks

1. Read the case and answer the questions given below it.

The Personnel Manager of Arun Steels Ltd; has been banging the executive conference table of the company for some months ascertaining that the true function of management is to take care of the needs of the staff and let the staff take care of the goals of the organization. Arun steels Ltd is an engineering unit based at Salem. The marketing manager of the company, on the other hand, has been expressing the view that the real function of management is to take care of the market and staff must full in line with the objectives, plans and priorities of the company.'

a) Analyse the case

20

2. Indiano Pvt Ltd running its business in IT sector in India. The organization has 60 vacancies for their Marketing department as a Sales Executive for various geographical segments in all over India. Help the organization to make a suitable recruitment advertise for Sales Executive with the appropriate sources of recruitment with reasons why it is suitable.

20

3. Your family friend has started eco friendly bags factory seeking your advice to design job Responsibilities and Authorities for the following posts they require for the smooth functioning of factory so design the job Responsibilities and Authorities for his organization.

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- a) HR Executive
- b) Finance Manger
- c) Boards of Directors
- d) Quality Control Manager

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4. a) Centralized and decentralized authority has an issue of debate since every reform carries advantages and disadvantages. Your justifiable opinions on designing authority in organization could be solicited. **10**

b) Your elder brother decided to start his own restaurant. As you are management students he wanted your help to manage his HR department. Help him to prepare a recruitment and selection procedure for his new restaurant. **10**



SET D

Rayat Shikshan Sanstha's
KARMAVEER BHAURAO PATIL INSTITUTE OF MANAGEMENT STUDIES AND
RESEARCH, SATARA

MBA Part-I Semester-I (Revised) Mid Term Examination November 2013
PRINCIPLES AND PRACTICES OF MANAGEMENT
Paper-I

Day & Date: Friday, 8th November 2013

Total Marks: 80

Time: 10.30am To 1.30pm

Instructions:

1. Open Book Examination and duration is three hours
2. Student should not leave Exam Hall before submitting Answer book
3. All Questions are Compulsory
4. Additional supplement is not provided
5. Figures to the RIGHT indicate FULL marks

1. Aravali Hospital was built two years ago, and currently has a workforce of 215 people. The hospital is small, but because it is new, it is extremely efficient. The board has voted to increase its capacity from 60 to 180 beds. By this time next year, the hospital will over three times as large as now, in terms of both beds and personnel.

The administrator, Maya Joshi, feels that the major problem with this proposed increase is that hospital will lose its efficiency. "I want to hire people who are just like our current team of personnel—hardworking, dedicated talented, and able to interact well with patients. If we triple the number of employees, I do not see how it will be possible to maintain our quality of patient care. We are going to lose our family atmosphere. We will be inundated with mediocrity, and we will end up being like every other institution in the local area—large and uncaring."

The chairman of the board is also concerned about the effect of hiring such a large number of employees. However, he believes that Joshi is over-reacting. "It cannot be that hard to find people who are like our current staff. There must be a lot of people out there who are just as good. What you need to do is develop a plan of action that will allow you to carefully screen those who will fit into your current organisational culture, and those who will not. It is not going to be as difficult as you believe. Trust me. Everything will work out just fine".

As a result of the chairman's comments, Joshi had decided that the most effective way of dealing with the situation is to develop a plan of action. She intends to meet with her administrative group and determine the best way of screening incoming candidates, and then helping those who are hired to become socialised in terms of the hospital's

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culture. Joshi has called a meeting for day after tomorrow. At that time, she intends to discuss her ideas, get suggestions from her people, and then formulate a plan of action.

Questions

- a) What can Joshi and her staffs do to select the type of entry-level candidates they want? 10
 - b) How can Joshi ensure that those who are hired come to accept the core cultural values of the hospital? What steps would you recommend? 10
2. Your family friend has started eco friendly bags seeking your advice to design job Responsibilities and Authorities for the following posts they require for the smooth functioning of factory so design the job Responsibilities and Authorities for his organization. 20
- a) Sales Executive
 - b) HOD of Marketing Department
 - c) Industrial Relations Officer
 - d) Finance Manager
3. Beettle Pvt Ltd is the one reputed organization running its business in IT sector in India. The organization has 80 vacancies for their Marketing department as a Marketing Executive for various geographical segments in all over India. Make a suitable recruitment advertise for Sales Executive by choosing a suitable source of recruitment with reasons why it is suitable. 20
4. a) Standing plans and single used plans are unavoidable in the voyage of an organization. You are also dreaming to have your own business with the variety of plans in your mind. Share the plans on piece of paper. 10
- b) Broadly there are three approaches of management viz. scientific management, operational management, behavioural and contingency management approaches. Each approach will not be suited to all business organization. According to your perspective orates some managerial skills need to be developed to execute the same. 10
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Rayat Shikshan Sanstha's
Karmaveer Bhaurao Patil Institute of Management Studies and Research, Satara
MBA II,(Sem III) Mid Term Examination, Nov. 2013
Sub: Business Ethics (Paper-XVII)

Day and Date :Sat, 9th Nov. 2013
 Time : 10.30 am -1.30 pm

Total Marks: 70

Instructions:

1. Question No. 1 and 5 are compulsory
2. Attempt any two questions from Q. 2 to Q. 4
3. Figures to the right indicate full marks.

Q.1 Case Study :

Colorful Paints Pvt. Ltd. Satara is manufacturing paints from the year 1995. The company has earned huge profit during the previous financial year. Members of top level management have come together to decide two major issues that is paying dividend to the share holders and incentive to the employees. During last few years company has earned sufficient profit, but these two major aspects are neglected.

During discussion some members of top level management have suggested that company need not pay anything more to them as there is no special demand from them. Some members of the top level management also suggested that company should not show its profit to the shareholders, rather the costs should be inflated to hide the profit and look for their personal gains.

For these purpose, the top level management decided to hire the services of financial expert who can help in manipulating accounts. As a chief executive officer of the company, all this discussion irritates you and makes you restless.

Assume that you are a chief executive officer of this company.

Questions:

- A. Find out major ethical and unethical issues in this case.
- B. What would be the consequences of the action taken by the top level management?
- C. Suggest ethically acceptable solutions to the top level management with justifying long term benefits. (20)

Q. 2.A. What is mean by Business Ethics? Explain why ethics is important in business management? (07)

B. What are the changing concepts and objectives of business? (08)

- Q. 3.A. Discuss in brief Ethical Decision Making Process with suitable example. (07)
B. What are the Voluntary and Regulatory actions company should take as a part of Corporate Governance? (08)
- Q.4 A .What are the U.N. guidelines for Customer Protection? (07)
B . Explain any five unethical practices in Finance and Accounting. (08)
- Q. 5 Write short notes on (Any Four) (20)
- A. Ethical principles of Bhagwat Gita
 - B. Gandhian Philosophy of Wealth Management
 - C. Conflict between Personal Values and Organizational Goals
 - D. Ethics in Advertising
 - E. Ethics in HRM Practices
 - F. Ethics and Information Technology



31/10/2013.



Rayat Shikshan Sanstha's
**Karmaveer Bhaurao Patil Institute of Management Studies & Research, Varye
Satara**

M.B.A. Part I (Semester-I) (Revised) – Mid Term Examination November 2013
Organizational Behaviour (PAPER VII)

Day and Date: Saturday, 16th November 2013

Total marks: 80

Time: 10:30 am to 1:30 pm

SET A

Instructions

- i) *Open Book Examination and duration is three hours*
- ii) *Student should not leave Exam Hall before submitting Answer book*
- iii) *All Questions are compulsory*
- iv) *Figures to the **right** indicate **full** marks.*
- v) *Write answers only in supplied answer book. Provision of supplement has not been made.*
- vi) *Make your own assumption if required and mention it clearly*

1. Comment on your own personality traits and elaborate its merit and demerit from perspective of profession of your interest. (20)
2. Employee of Pioneer India Pvt. Ltd. resorted to strike and lockout. Company management consulted for candid opinion on this unfortunate incident where they quoted as saying that, employees are agitating for hike in their salary despite fact that, management awarded them increment in the preceding year. It is a peak period of the year, stoppage of production would cause huge loss to company treasure, being you are key person of management what would be your course of action to persuade striking employee so as to resume factory operation. (20)
3. Intellect a medium-sized manufacturing company. Around 500 employees working on different capacity are associated with the company. Mr. Patil is a General Manager Human Resource and under him Chatterjee is working in HR department as an assistant. He was efficient. He had initiative and drive. He performed his duties in a near perfect manner. Mr. Patil took a cognizance of his dedication and devotion and promoted him as a HR executive. Chatterjee, now a HR executive, was one day passing through the Shop floor on his routine inspection. He found a certain worker sitting idle. He pulled him up for this. The worker retaliated by abusing him with filthy words. With a grim face and utter frustration, Chatterjee reported the matter to Mr. Patil. The worker who insulted Chatterjee was a "notorious character", and no one dared to confront him. Mr. Patil took a serious view of the incident and served a strong warning letter to the worker. Things were moving smoothly. Chatterjee was getting along well with others. But after about six

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month, another serious incident took place. A worker came drunk to duty, began playing cards, and using very filthy language. When Chatterjee strongly objected to this, the worker got up and slapped Chatterjee. Later, the worker went to his union and reported that Chatterjee had assaulted him while he was performing his duties. Chatterjee had no idea that the situation would take such a turn. He, therefore, never bothered to report the matter to his boss or collect evidence in support of his case.

The union took the case to Mr. Patil and prevailed over him to take stern action against Chatterjee. Mr. Patil took a decision of Chatterjee demotion. Mr. Mukherjee a colleague of Chatterjee expressed apprehension that the demotion would affect adversely the morale of all sincere and efficient employees. But Chatterjee was demoted. Chatterjee continued working in the organisation with all his efficiency, competence, and ability for two months. Then he resigned stating that he had secured better employment else where.

Mr. Patil sought the help of consultant and narrated him entire happening. Consultant said, "I think the incident should help us to appreciate the essential qualification required for a successful HR Executive. An honest and hardworking man need not necessarily prove to be an effective. Something more is required for this as he has to get things done rather than do himself."

Mr. Patil said, "I am really sorry to lose Chatterjee. He was very honest and pain-taking in his work. But I do not know how I could have helped him. I wonder how he always managed to get into trouble with workers. We know they are illiterates and some of them are tough. But executive must have the ability and presence of mind to deal with such men. (20)

- a. Do you think the decision taken by Mr. Patil is in keeping with the faith, trust and creating developmental climate in the organisation, critically evaluate?
 - b. What would you have done, if you were in place of Mr. Patil?
 - c. Do you agree with what consultant has said? What is he pointing towards saying that something more is required to be an effective HR executive, explain?
 - d. Do you think counseling/mentoring may help improving rough and tough employees? Make a comprehensive comment about how you will do counseling?
4. Stalwart says values are pivotal in shaping your personality, how it has happened with you. (20)

7/11/13



Rayat Shikshan Sanstha's
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Research, Varye Satara**
M.B.A. Part I (Semester-I) (Revised) – Mid Term Examination November 2013
Organizational Behaviour (PAPER VII)

Day and Date: Saturday, 16th November 2013

Total marks: 80

Time: 10:30 am to 1:30 pm

SET B

Instructions

- i) Open Book Examination and duration is three hours
- ii) Student should not leave Exam Hall before submitting Answer book
- iii) All Questions are compulsory
- iv) Figures to the **right** indicate **full** marks.
- v) Write answers only in supplied answer book. Provision of supplement has not been made.
- vi) Make your own assumption if required and mention it clearly

1. One of the most quoted saying in the corporate world is, 'Employees do not leave companies, they leave bosses'. This quote find more relevance in today's world than ever as we see average attrition of more than 25 percent in the Indian organized sector. Do these trend really mean that we are not able to develop good bosses in organization. (Times of India, Ascent, 30.10.2013) What measures you would suggest to have employee friendly Boss? (20)
2. One of the worker, Sunil Pawar is a worker in the Production Department and works as a driller. He is in the company for past five years and all the while he has been working as a driller only. His record of service has been generally good, except for one warning for remaining absent for two days without permission. In the early years of service, he used to be rude to his superiors and quarrelsome with his co-workers. But there is nothing about this on the record, because no serious view was taken about this by the superiors. In the past eight months, since the new management took over the control of Neptune Engineering Company, there is a change in the policy. The new management has taken a stricter approach in enforcing discipline. One day, at 8.00 a.m., at the time of starting of the shift Sunil went to his supervisor saying that some guests has arrived unexpectedly at his house in the morning and he wanted leave for that day. The supervisor told him that

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since few more workers were already absent in the Department he could not grant him, leave. Instead he asked Sunil to work on the press machine. On that day because the regular press operator had not come and there was a large backlog which must be cleared today. Sunil declined to obey the instruction. He said, "I will work on my machine only and not on any other machine", and he went to his usual drilling machine. After some time he left a leave application on the supervisor table. He was not seen on the shop floor throughout the day. The supervisor had reported the case to his manager and the manager wants your opinion as you are Senior Consultant to the company. (20)

- a. Comment on the events that have taken place.
 - b. Suggest the course of action.
3. Design your own career plan and measures you would initiate for career advancement.
 4. You are a production manager, employees of your department is reluctant towards their responsibility despite the fact that, they are paid adequately and you have interacted with them very often with regard to their unruly behavior consequently there is sudden decline in productivity. Management sought a clarification for this failure from you. (20)
 - a. How you would clarify your stand?
 - b. What would be your action plan to bring the situation under control?
-

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7/11/13



Rayat Shikshan Sanstha's
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M.B.A. Part I (Semester-I) (Revised) – Open Book Examination November 2013
Organizational Behaviour (PAPER VII)

Day and Date: Saturday, 16th November 2013

Total marks: 80

Time: 10:30 am to 1:30 pm

SET C

- Instructions**
- i) Open Book Examination and duration is three hours
 - ii) Student should not leave Exam Hall before submitting Answer book
 - iii) All Questions are compulsory
 - iv) Figures to the **right** indicate **full** marks.
 - v) Write answers only in supplied answer book. Provision of supplement has not been made.
 - vi) Make your own assumption if required and mention it clearly.

1. Do your own SWOT analysis i.e. Strength, Weakness, Opportunity and Threat. Briefly describe action plan to convert weakness into strength. (20)
2. In this era of globalization and cut throat competition every organization is bringing the reform to cope up with emerging challenges. Reforms brought by organization leading to drastic change in work system consequently employees are struggling to make an adjustment with ever changing situation that put them at unease. Suggest best motivational techniques in hostile atmosphere i.e. employee experiences workplace harassment and fears going to work because of the offensive, intimidating, or oppressive atmosphere generated by the harasser and justify why it is best? (20)
3. Mr. Santosh Kumar one of the 22 technician working in Sahydari Motor for last one decade. Except the initial year, Mr. Santosh Kumar performance is consistently declining. His supervisor Mr. Akash is a highly considerate person. He is highly respected by everyone for his humanitarian approach. He is found helping everyone in their difficult task. He is not only guiding them but when there is problem he himself work with them. He normally calls his people by their first name. His subordinate even take a loan from him and it is also said about him that he can be empty pocket but not mind to help his subordinate. Even he is well known for his impartiality as well as strictness. Akash is

well acquainted with the reasons of consistent decline in Mr. Santosh Kumar performance but still Mr. Akash rated him outstanding to rescue him from personal problem that embarrassed him a lot. Some of his colleague noticed this development and appreciated Akash for protecting Mr. Santosh Kumar. Despite these approach of Akash people output is not desirable and Mr. Akash is baffled to deal with this miserable situation. (20)

- a. Express your viewpoint on Mr. Akash approach.
 - b. What will be your stance if you were in place of Akash
 - c. Suggest appropriate remedy to Akash for dealing with this unprecedented situation.
4. You are Marketing Manager of one reputed MNC. VP Marketing entrusted you with Sale target of 150 crore that you are suppose to accomplish on or before 30th March 2014. There are around 10 Sale Executive working under you. Competitor is also doing the rigorous campaigning of the product and you have been learnt from some source that they are doing fairly in the market which you have targeted for sale. (20)
- a. What will be your course of action to reach the target?
 - b. Which theory of motivation is most appropriate to inspire sale executive for achieving target before deadline? Justify Why it is most appropriate.
-

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Roll No.

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M.B.A. Part I (Semester-I) (Revised) – Open Book Examination November 2013
Organizational Behaviour (PAPER VII)

Day and Date: Saturday, 16th November 2013

Total marks: 80

Time: 10:30 am to 1:30 pm

SET D

Instructions

- i) Open Book Examination and duration is three hours
- ii) Student should not leave Exam Hall before submitting Answer book
- iii) All Questions are compulsory
- iv) Figures to the **right** indicate **full** marks.
- v) Write answers only in supplied answer book. Provision of supplement has not been made.
- vi) Make your own assumption if required and mention it clearly.

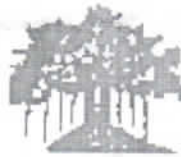
1. Sharma a design engineer associated with R & D department of one small manufacturing company. He is well known for his innovative contribution and also popular with almost everyone in company. He is always rejuvenating his knowledge by reading journals, attending workshop. Because of his professional proficiency and ability to get along with the people Management took a decision to promote him to the position of factory manager. After taking the charge of new assignment he expected that people should work hard like him for the success of the company. Employee who were colleague are now his subordinate. He urged all the employee to put in best for desirable output. To confirm the development he use to check the performance and giving them feedback. When he found anyone fail to reach the target he shouted at him before anyone anywhere. All of sudden Sharma who was one time considered to be very popular person now become terror in organization. As a result employee started reducing commitment towards their job. (20)
 - a. If you would be Sharma how you will deal with the situation?
 - b. What is wrong in the behavior of Sharma, discuss critically.
2. Shri.Bhat Production Manager of Universe Manufacturing Pvt.Ltd. has been in a service for last 7 year. Shri. Bhat well known as an employee friendly superior who is not only concern with employee occupational related difficulties but also addressing their personal

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grief as well. Company has good faith on Shri. Bhat since management received desirable result from him. Management recently took a decision to expand productivity acknowledging increasing demand of customer, accordingly company entrusted responsibility to Shri. Bhat to expand output by making available requisite resources. He started working on the plan meticulously and communicated decision of management to employee. Employees have shown resistance to cooperate in this endeavor and as a result instead of increasing the productivity a sudden decline has been noticed. Shri Bhat baffled to handle the situation and to add to his plight management seeking his explanation for decline in productivity. (20)

- a. What explanation Shri. Bhat should give to management?
 - b. Suggest measures to rescue Shri. Bhat from this untoward incident.
3. Apex Pvt. Ltd. A well established and reputed organization known for its humanitarian approach towards people in view of the fact that company is conscious and giving priority to welfare and development of employee. Despite welfare and development measure initiated by the company, management does not perceive desirable attitude of employee. Management seeking your help and asked to measure attitude of an employee. how you will measure employee attitude? Suggest appropriate remedy to transform pessimistic attitude into optimistic. (20)
4. When it comes to success, a majority of people assume that making it to the top requires ethical compromise. As more and more scams get reported and cases of unethical behavior revealed, it becomes all the more important for organization to drive an ethical culture at the workplace. (20)
- a. Is it right to compromise with ethics to succeed? Evidently express your viewpoint.
 - b. What will be the ethical behavior to deal with stakeholder i.e. Shareholder, Customer, Supplier, Society and Employee of business?

21/11/13



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SET A

Rayat Shikshan Sanstha's
KARMAVEER BHAURAO PATIL
INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH, SATARA
MBA Part-I Semester-I (Revised) Mid Term Examination November 2013
MANAGERIAL ECONOMICS
PAPER - IV

Day & Date: Tuesday, 12th November 2013
Time: 10.30am to 1.30pm

Total Marks: 80

Instructions:

1. Open Book Examination and duration is three hours
2. Student should not leave Exam Hall before submitting Answer book
3. All Questions are Compulsory
4. Additional supplement is not provided
5. Figures to the RIGHT indicate FULL marks
6. Use approximation of scale for diagrams (if any)
7. Wherever required make your own assumptions and mention ~~is~~ clearly.

A.1. The accompanying table lists the cross-price elasticities of demand for several goods, where the percent quantity change is measured for the first good of the pair, and the percent price. (10)

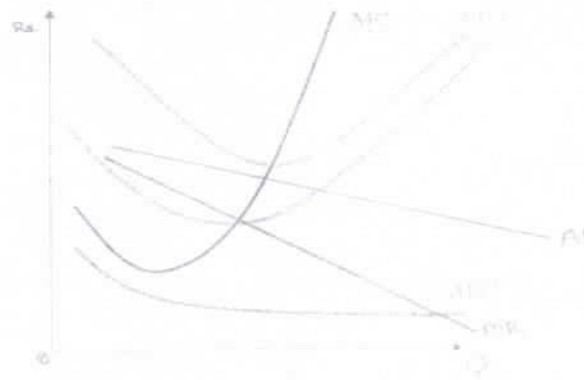
Change is measured for the second good. Good	Cross-price elasticities of demand
Air-conditioning units and kilowatts of electricity	-0.34
Coke and Pepsi	+0.63
High-fuel-consuming sport-utility vehicles (SUVs) and gasoline	-0.28
McDonald's burgers and Burger King burgers	+0.82
Butter and margarine	+1.54

1. Explain the sign of each of the cross-price elasticities. What does it imply about the relationship between the two goods in question?
2. Compare the absolute values of the cross-price elasticities and explain their magnitudes. For example, why is the cross-price elasticity of McDonald's burgers and Burger King burgers less than the cross-price elasticity of butter and margarine?
3. Use the information in the table to calculate how a 5% increase in the price of Pepsi affects the quantity of Coke demanded.

Use the information in the table to calculate how a 10% decrease in the price of gasoline affects the quantity of SUVs demanded.

A.2. Draw the replica of diagram with highlighting required intersections of cost lines. Enumerate your interpretation of diagram in detail. (10)

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B. ABC firm reveals following cost figures. Which market structure the firm dwell in and what is the profit status of the firm? What in case, average revenue curve shifts upward or downwards? Draw diagram to estimate scale on the basis of cost figures. (20)

Output	1	2	3	4	5	6	7	8	9	10	11	12
Fixed Cost (FC)	55	55	55	55	55	55	55	55	55	55	55	55
Variable Costs (VC)	75	165	215	245	270	305	330	425	530	695	935	1265
Total Revenue (TR)	85	155	215	260	300	335	350	355	345	325	295	255

C.1 Onion prices have made political tumbles many a times. The prices are approaching to Rs. 100 a Kg. Government in respective states are making an effort to control the prices. Parties in oppositions are making onion available substantial at less prices. What measures would you suggest to control the onion prices? (10)

C.2. A self help group in Satara wished to prepare sweet boxes to sell on the occasion of Diwali festival. The total fixed cost worked out to be Rs. 3600 for 3000 number of boxes, to be sold at Rs. 21/- per box; with variable cost per unit is Rs. 15. The SHG wishes to book orders in advance. They are seeking your guidance to know how many minimum orders should be booked to arrive at no profit no loss point. (10)

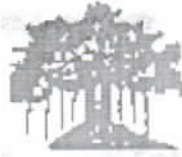
D.1 A farmer producing Tomato in one acre farm given below. Fit a straight line trend by using appropriate statistical method. Estimate the production of Tomato in next two years. (10)

Year	2006	2007	2008	2009	2010	2011	2012
Production in (000)kgs.	70	80	90	95	102	110	115

D.2 Following is the production schedule of Ishikawa India Ltd. Interpret the figures and draw meaningful conclusion. (10)

Units of Variable Input (A)	1	2	3	4	5	6	7	8	9	10
Total Production	230	575	1035	1380	1553	1656	1691	1702	1702	1668

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SET B

**Rayat Shikshan Sanstha's
KARMAVEER BHAURAO PATIL
INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH, SATARA**
MBA Part-I Semester-I (Revised) Mid Term Examination November 2013
MANAGERIAL ECONOMICS
PAPER - IV

Day & Date: Tuesday, 12th November 2013

Total Marks: 80

Time: 10.30am to 1.30pm

Instructions:

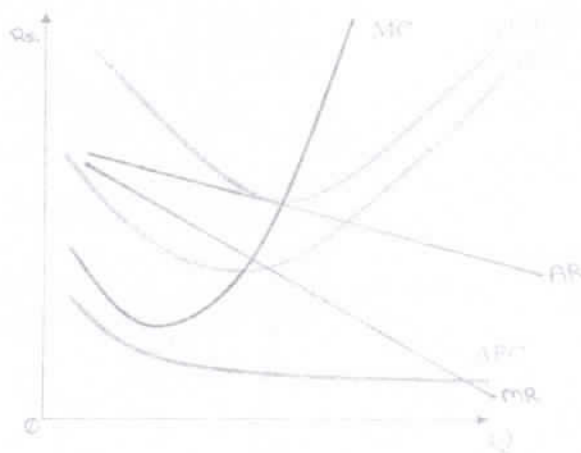
1. Open Book Examination and duration is three hours
2. Student should not leave Exam Hall before submitting Answer book
3. All Questions are Compulsory
4. Additional supplement is not provided
5. Figures to the RIGHT indicate FULL marks
6. Use approximation of scale for diagrams (if any)
7. Wherever required make your own assumptions and mention ~~is~~ clearly.

A.1 Amazon.com, the online bookseller, wants to increase its total revenue. One strategy is to offer a 10% discount on every book it sells. Amazon.com knows that its customers can be divided into two distinct groups according to their likely responses to the discount. The accompanying table shows how the two groups respond to the discount. (10)

	Group A (sales per week)	Group B (sales per week)
Volume of sales before the 10% discount	1.55 million	1.50 million
Volume of sales after the 10% discount	1.65 million	1.70 million

1. Calculate the price elasticities of demand for group A and group B.
2. Explain how the discount will affect total revenue from each group.
3. Suppose Amazon.com knows which group each customer belongs to when he logs on and can choose whether or not to offer the 10% discount. If Amazon.com wants to increase its total revenue, should discounts be offered to group A or to group B, to neither group, or to both groups?

A.2. Draw the replica of diagram with highlighting required intersections of cost lines. Enumerate your interpretation of diagram in detail. (10)



B. ABC firm reveals following cost figures. Which market structure the firm dwell in and what is the profit status of the firm? What in case, average revenue curve shifts upward or downwards? Draw diagram to estimate scale on the basis of cost figures. (20)

Output	1	2	3	4	5	6	7	8	9	10	11	12
Fixed Cost (FC)	90	90	90	90	90	90	90	90	90	90	90	90
Variable Costs (VC)	220	240	270	310	360	420	470	590	765	960	1230	1590
Total Revenue (TR)	85	165	240	310	375	435	475	500	510	490	455	415

C.1. Sulekha has newly started a business of candle making with having fixed expenses of Rs. 3600, variable costs of Rs. 15000 and targeted sales are of Rs. 21000. She is seeking your guidance as to how much minimum sales are required to arrive at no loss no profit position. (10)

C.2. The Hawtrey and Hicks & Samuelson theories of business cycles seems appropriate though they have their own critics. Which of the theories according to you is more convincing? Compare and contrast. (10)

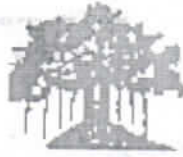
D.1. Two girls in Andra Pradesh engaged in manufacturing handmade sarries. The Production of handmade Sarries is as follows. Fit a straight line trend by using appropriate statistical method. Can the production for next two years be estimated? If yes Estimate the same. (10)

Year	2006	2007	2008	2009	2010	2011	2012
Production of Sarries	40	45	46	42	47	50	46

D.2. Following is the production schedule of Satara Machine Shop, Satara. Interpret the figures and draw meaningful conclusion. (10)

Units of Variable Input (A)	1	2	3	4	5	6	7	8	9	10
Total Production	112	280	504	672	756	806.4	823.2	828.8	828.8	812

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SET C

Rayat Shikshan Sanstha's
KARMAVEER BHAURAO PATIL
INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH, SATARA
MBA Part-I Semester-I (Revised) Mid Term Examination November 2013
MANAGERIAL ECONOMICS
PAPER - IV

Day & Date: Tuesday, 12th November 2013

Total Marks: 80

Time: 10.30am to 1.30pm

Instructions:

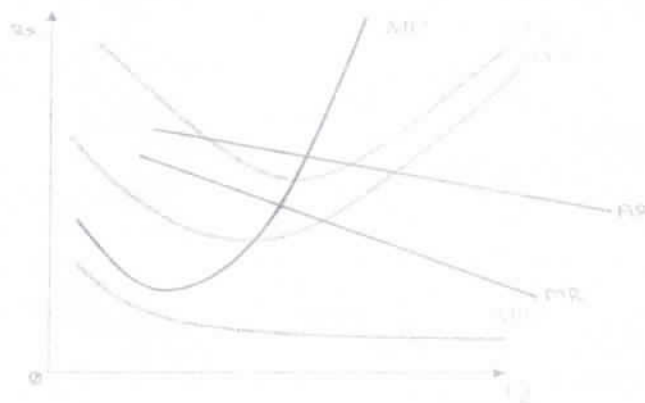
1. Open Book Examination and duration is three hours
2. Student should not leave Exam Hall before submitting Answer book
3. All Questions are Compulsory
4. Additional supplement is not provided
5. Figures to the RIGHT indicate FULL marks
6. Use approximation of scale for diagrams (if any)
7. Wherever required make your own assumptions and mention ~~is~~ clearly.

A.1 Do you think the price elasticity of demand for Ford sport-utility vehicles (SUVs) will increase, decrease, or remain the same when each of the following events occurs? Explain your answer. (10)

1. Other car manufacturers, such as General Motors, decide to make and sell SUVs.
2. SUVs produced in foreign countries are banned from the American market.
3. Due to ad campaigns, Americans believe that SUVs are much safer than ordinary passenger cars.

The time period over which you measure the elasticity lengthens. During that longer time, new models such as four-wheel-drive cargo vans appear.

A.2 Draw the replica of diagram with highlighting required intersections of cost lines. Enumerate your interpretation of diagram in detail. (10)



B. ABC firm reveals following cost figures. Which market structure the firm dwell in and what is the profit status of the firm? What in case, average revenue curve shifts upward or downwards? Draw diagram to estimate scale on the basis of cost figures. (20)

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Output	1	2	3	4	5	6	7	8	9	10	11	12
Fixed Cost (FC)	35	35	35	35	35	35	35	35	35	35	35	35
Variable Costs (VC)	15	55	90	115	135	175	230	310	420	555	715	895
Total Revenue (TR)	165	260	345	415	470	510	540	550	545	530	500	455

C.1. Rahul wishes to purchase a nice leather purse which is exhibited in the showcase for his new friend. He thought of spending Rs. 2000/- but has spend only Rs. 1800/- for the same at the time of actual purchase. Diagrammatically present this event in economic parlance. (10)

C.2. Nikhilesh a fresh MBA graduate motivated to start a diamond processing business in Satara as a small scale unit, since he has an every business support includes land in MIDC, shop on the Rajpath of Satara, contacts with banks and entire support from family and friends. His father a successful businessman has supported Nishilesh's business idea and advised to commence business at Mumbai or Ahemadabad while assuring to provide the entire support for his dream business. Nikhilesh strongly denied leaving Satara for this business and his father strongly recommends commencing business at large scale that to at Mumbai or Ahmedabad. This controversy between Nikhilesh and his father needs justifiable solution. (10)

D.1. The trained women of self help group engaged in the business of Production of silver neck less. Fit a straight line trend by using appropriate statistical method. Estimate the production of Silver Neck less for next two years. (10)

Year	2004	2005	2006	2007	2008	2009	2010	2011	2012
Production of Silver Neck Less	380	400	650	720	690	620	670	950	1040

D.2. Following is the production schedule of Kohinoor Mills Mumbai. Interpret the figures and draw meaningful conclusion. (10)

Units of Variable Input (A)	1	2	3	4	5	6	7	8	9	10
Total Production	174	435	783	1044	1175	1253	1279	1288	1288	1262

7/11/13



Rayat Shikshan Sanstha's
**Karmaveer Bhaurao Patil Institute of
Management Studies & Research, Varye Satara**
M.B.A. Part II (Semester-III) (New Course)–Mid Term Examination November 2018
ELECTIVE V: IT AND SYSTEM MANEGEMENT
Sub: Software Project Management (PAPER-III)

Day and Date:
Time: 2.00 pm to 5.00 pm

Total Marks: 80

- CO1.Understand key aspects to successfully plan, organize, staff, control and lead software projects.
CO2.Understand project management techniques to plan, manage and close a project.
CO3.Display proactive actions in project development and completion.
CO4.Be able to question, search for answers and meaning and develop ideas that lead to action.

Instructions i) All questions are compulsory
ii) Figures to the right indicate full marks.

Qu.1)Hawkins Cookers Ltd., manufactures pressure cookers and cookware at its plant in Mumbai, Hoshiarpur (Panjab) and Jaunpur (UP). Hawkins is the biggest manufacturer of cookware in India and exports its products to more than 60 countries including the Middle East, Europe, U.S.A. and South East Asia.Hawkins proposed to implement an online integrated system for following area.

- Purchase Management
- Inventory Control
- Accounts Payable
- Marketing Management
- Material requirement planning.

For implementation of online system,

- | | | |
|---|-----|----|
| a) Identify various project risks and Describe risk management process for company. | CO3 | 10 |
| b) Prepare SRS document | CO1 | 10 |

Qu.2) University proposed to implement library system and as a system analyst you are asked to –

- | | | |
|--|-----|----|
| a) Prepare various levels of DFD for library system | CO4 | 10 |
| b) Suggest appropriate time and cost estimation techniques for project | CO2 | 10 |

Qu.3) The Satara District Co-op. bank is large co-op. bank in Satara district having 215 branches in Satara district. The management proposed to implement CBS system in bank. As a system analyst you are asked to-

- | | | |
|---|-----|----|
| a) Prepare SRS document for core banking application. | CO1 | 10 |
| b) Outline top ten risk for project and risk management process for bank. | CO3 | 10 |

Qu.4) Medinova is multispecialty hospital, proposed to implement online hospital system. As a system analyst you are asked to-

- | | | |
|--|-----|----|
| a) Prepare context level, 1 st Level DFD and ERD. | CO4 | 10 |
| b) Outline software configuration management process for hospital. | CO2 | 10 |

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