



TECHNICAL UNIVERSITY OF MOMBASA

School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:

BACHELOR OF TECHNOLOGY IN APPLIED PHYSICS

BMG 4250: PRINCIPLES OF INDUSTRIAL MANAGEMENT

END OF SEMESTER EXAMINATION

SERIES: DECEMBER 2024

TIME: 2 HOURS

DATE: Pick Date Dec 2024

Instructions to Candidates

You should have the following for this examination

-Answer Booklet, examination pass and student ID

This paper consists of **FIVE** questions. Attempt question ONE (Compulsory) and any other TWO questions.

Do not write on the question paper.

Question ONE

- a) Evaluate approaches by which companies can develop and maintain an ethical environment. (10 marks)
- b) Currently there is great efforts being made to improve the aspect of management in organizations; briefly discuss the significance of management in organizations. (10 marks)
- c) Although planning is the most important and basic management function, there exists no single planning procedure applicable to all organizations. Describe the main steps in the planning process. (10 marks)

Question TWO

- a) Explain Three types of Control Techniques that a manager can adopt in an organization. (10 marks)
- b) Discuss the key competencies and skills and abilities a good manager should possess. (10 marks)

Question THREE

- a) Staffing is that part of the process of management which is concerned with acquiring, developing, employing, appraising, remunerating and retaining people so that right type of people is available at right positions and at right time in the organization. Analyze the steps in staffing process. (10 marks)
- b) What is budgeting? Explain factors to be considered when drawing a budget. (10 marks)

Question FOUR

There are certain skills that are considered necessary for effective leadership. Five such skills are:-

- a) Empowerment. This refers to the ability to share power with subordinates. Effective managers have the ability to delegate to subordinates and make them feel important.
 - b) Vision. The foresight, ability to look ahead, give subordinates strategic direction.
 - c) Value Congruency. The ability to reconcile values, say those of the organisation and those of employees. It entails fostering goal congruency – finding a common link between contradicting goals.
 - d) Intuition. This refers to the sixth sense – the ability to sense problem from symptoms. It is important for problem solving as well as strategic planning.
 - e) Self-understanding. It relates to the ability to understand one's strengths and weaknesses. It involves critical evaluation of one's self and helps of formulating strategies that make the most of strengths and minimise negative impact of weaknesses
- a) There are certain skills and traits that are considered necessary for effective leadership. Discuss Five such skills. (10 marks)
 - b) Discuss The essential features of coordination function of management. (10 marks)

Question FIVE

- a) Discuss the advantages of Centralization and Decentralization with Five points of each. (10 marks)
- b) The basic change management process includes five steps to help a program achieve its goal. Discuss the change process. (10 marks)