



12. (a) What is planning? Explain in detail the nature and importance of planning function in the present Indian context.

Or

- (b) Define Decision making. Explain in detail the steps in the decision-making process with examples from Indian and international context.
13. (a) Define Delegation of authority. What are the problems in delegation? Explain the principles of effective delegation.

Or

- (b) What is Organization Structure? List and explain the six key elements in designing an organization's structure.
14. (a) Explain in detail the process of selection with special reference to software professionals.

Or

- (b) In a short essay, discuss the unique problems faced in trying to motivate professional employees, contingent workers, and low-skilled, minimum-wage employees. Include a discussion of various methods that can be implemented to motivate these types of employees.
15. (a) What is controlling? What are the principles of effective control? What steps an organization should take before things go out of control?

Or

- (b) What is performance control? Explain in detail the four main types of performance control tools used for monitoring and measuring organizational performance.