



BOWEN UNIVERSITY, IWO
College of Management and Social Sciences
Industrial Relations & Personnel Mgt. Programme
Second Semester 2021/2022 Examination

Level	: 300
Course Title	: Elements of Management
Course Code	: IRP 304
Credit	: 3
Instruction	: Answer Question Two and any other Three Questions
Time Allowed	: 2 Hours, 30 Minutes
Date	: Wednesday, 20 th July 2022

- (a) Control is a consequence of planning and without a plan, control will be invariably unnecessary. In the same vein, a plan that does not figure out possible control mechanisms may be heading for failure. To this end, control is the lubricant that enables a plan to succeed while planning is the basis of control. Discuss. **(10 Marks)**

(b) What could be the consequences of an uncontrolled system? **(5 Marks)**
- Chief Orumekpeske and Barrister Chukwugbebomuotor Owundinjor are two controversial idealists in IRP Plc. Chief Orumekpeske believes that conscious management of organisations is required to enhance effectiveness but Barrister Chukwugbebomuotor is not persuaded. Hear him . . . Nigeria got independence in 1960 and many other African countries got independence before or after Nigeria. However, barely 62 years after independence, the phenomenon of colonialism still manifest in several facets of life endeavours in the form of neocolonialism, which manifests in various forms. A variant of these manifestations is the intellectual brainwashing of the intellectuals of the former colonists by intellectuals of these imperialist countries. . . How else can you justify the formalization of management studies and the associated extravagance? Before the coming of these imperialist Africans knew what it meant to manage, our history is replete with numerous instances of brilliant decisions taken in the interest of various kingdoms, depicting quality management decisions. These people did not attend formal institutions to study management. Given the cost of training and the high remuneration paid to these so-called managers and/or CEOs and MDs, it is evident that the study of management is a mere waste of resources. What value does he add to the organisation? What does he do that

an ordinary person cannot do? What roles does he perform? What makes him unique in the organisation?

Required

- (i) Do you agree with Barrister Chukwugbebomuotor? Why? **(5 Marks)**
 - (ii) Do you agree with Chief Orumekpeske? Why **(5 Marks)**
 - (iii) If you were Chief Orumekpeske, how would you convince Barrister Chukwugbebomuotor to buy your viewpoint? **(15 Marks)**
3. Efficiency and effectiveness are two concepts that are inherently central to management of organisations in contemporary times, remove the two concepts from management and the purpose of management is defeated. Remove one of them, the organisation becomes a colossal failure, restore that one and remove the other, the organisation will be on track but not perfectly so.
- (i) What is efficiency? **(5 Marks)**
 - (ii) What is effectiveness? **(5 Marks)**
 - (iii) Which of the two concepts will cause the organisation to be a colossal failure when absent? Why? **(5 Marks)**
4. (a) Motivation is critical to employee performance in organisations and the extent to which management is able to motivate its employees almost always has critical implications on the employee's likelihood to elicit the right attitude. Discuss **(7 Marks)**
- (b) Present a general model of the Motivation process and explain the interconnectedness between the steps **(8 Marks)**
5. The control mechanism in an organisation is aimed at ensuring that deviations from set goals are sufficiently minimised otherwise the purpose of planning will be jeopardised.
- (a) Present an appropriate model of the control process in an organisation **(12 Marks)**.
 - (b) Briefly explain the model **(3 Marks)**
6. It is conventional for people to erroneously think that one management function must be completed before the next in the sequence takes off and that the completed step will not occur again until the process is completed and repeated. However, this is certainly not the case in many practical situations.
- (a) List ten functions of management known to you **(6 Marks)**
 - (b) Identify at least two basic issues associated with each of the above functions **(9 Marks)**