



PUNJAB PUBLIC SERVICE COMMISSION

**COMBINED COMPETITIVE EXAMINATION FOR
RECRUITMENT TO THE POSTS OF
PROVINCIAL MANAGEMENT SERVICE, ETC - 2016**

SUBJECT: BUSINESS ADMINISTRATION (PAPER-I)

TIME ALLOWED: THREE HOURS

MAXIMUM MARKS: 100

NOTE: Attempt FIVE Questions in All.

Q No. 1: Is management a new concept or does it have roots in history? What is the main difference between Scientific Management and General Administrative Theory? Also discuss situations where these two approaches are still valid today?
(20 Marks)

Q No. 2: One school of thought argues that managers are directly responsible for success or failure of an organization, whereas others believe that actually there are external forces which cause success or failure. What do you think is the more reasonable view? Support your position with arguments and suitable examples.
(20 Marks)

Q No. 3: Define organizational culture and environment? How do organizational culture and environment interact? Is it possible to change culture of an organization?
(20 Marks)

Q No. 4: What is Hofstede's National Culture Framework? What different opportunities CPEC (China Pakistan Economic Corridor) will offer to business in Pakistan, South Asia and beyond?
(20 Marks)

Q No. 5: Is there a difference between wrong decisions and bad decisions? Why do good managers sometimes make wrong decisions? How can managers improve their decision making skills?
(20 Marks)

Q No. 6: What are the limitations of authoritarian, democratic and laissez-faire styles of leadership? Under what conditions do you think each of these styles would be more effective?
(20 Marks)

Q No. 7: Human Resource Management (HRM) has been an important function of a manager's job, and in the current era it has become even critical. Discuss contemporary HRM issues which have made a manager's job critical?
(20 Marks)

Q No. 8: Innovation requires allowing people to make mistakes. However, being wrong too many times, can be fatal. Do you agree? Why or why not? What are the implications for nurturing innovation?
(20 Marks)