

IAS Mains Management 2018 Expected Questions

1. Theory X Theory Y is concerned with the nature of the people. What are its implications, how it will work in a defense sector of any country?
2. Explain two factor theory of Herzberg? What are hygiene factors and why they are called demotivators? Explain it with example of textile mill.
3. If you were the manager in dental clinic, how would you motivate the employees so that they work better?
4. What is the relation between effort-performance-reward? How they work in a motivation process?
5. Job satisfaction and job dissatisfaction are two opposite points on a single continuum. Explain.
6. How Negative reinforcement, is different from punishment?
7. What is the difference between mechanistic and organic organizational structure? Which is more preferable in a multinational company and why?
8. Explain Expectancy Theory of Vroom.
9. What is stereotyping? How does it affect the decision making of a person?
10. How does personality affect individual perception?
11. Conflict can be beneficial if it is kept to minimum. Explain the statement.
12. In the current scenario the conflict seems to be increasing productivity, what are the factors can attribute to this?
13. What are various organizational strategies for management of stress?
14. What are possible barriers of communication in a government office or department? How it is related to labor turnover? Suggestions.
15. How advance technological environment has effect the communication in the organization and relation among the supervisor and subordinate?
16. The key to good communication is "The principles of brevity, clarity and simplicity" explain above statement.
17. What is relation between power, authority and responsibility?

18. Path-Goal theory of leadership is an amalgamation of contingency theory and expectancy theory of leadership. Explain the above statement.
19. What is situational leadership? How different level of employees can be dialed with this?
20. Explain Transformational leadership. This type of leadership style has come to stay. Express your views.
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25. What is a 'learning organisation—? How do you create a 'learning culture' in an organisation? Explain with examples
26. Comment on approaches for resolution of management—workforce conflicts.
27. What do you think of universalistic theories of leadership? Critically examine Likert's four system of leadership. Which of the systems, you feel is ideal. Give reasons
28. How geographically decentralized structure of organization help in tapping more resources?
29. Explain the concepts of span of management. What factors are considered while deciding whether to have a narrow span or wide span. Give merits and demerits of each of the types of span of management.
30. What is hybrid structure? Explain its suitability?
31. What is "job enrichment"? How it is related with the "quality of work life"?
32. What do you understand by learning organization? Explain with suitable example.
33. Explain the organization mirroring?
34. As a manager of an organization having 400 employees, how will you promote organizational culture?
35. In the era of globalization and more women participation in the work, how Organizational culture become more important and a must factor?
36. How do subculture and counter cultures within the dominant organizational culture exist? Should the management tolerate the counterculture? If so, give your view

37. What is the difference between HRM and HRD? What functions HRM covers and then discuss the challenges in each identified function. What are the critical issues in implementing a 360 degree appraisal in a government system?
38. Innovation Management in organizations
39. Networked and Virtual organization.
40. How will you go about in terms of organizing auditing and accounting of human resources in an organization?
41. What are the various strategic issues related to training need identification, promotion and transfer of employees in large public sector organizations?
42. Creativity can be cultivated and is not necessarily in-born.' Elucidate with illustrations.
43. Design a suitable recruitment and compensation policy for a manufacturing organisation in the Public Sector.
44. Marginal costing and absorption costing—their practical implications
45. Usefulness of operating leverage and indifference point in designing capital structure Financial.
46. Frame work for lease evaluation from the point of view of the lessee.
47. Contrast the IRR and NPV methods. Under what circumstances may they lead to (i) comparable recommendations, and (ii) give conflicting recommendations? In the latter situation, which method should be used to select project and why? Elucidate with appropriate examples
48. How will you go about raising capital for a large infrastructure project and discuss the various options that you would like to explore with relevant decision criteria.
49. What is optimum capital structure? What the factors effecting capital structure?
50. Modigliani and Miller Approach of capital structure, explain what how it is different from other theories of capital structure.
51. What is future cost of capital? How it is different from historical cost?
52. What is operating leverage? How it will affect the investment decision of the company.
53. What is financial leverage? How it will affect the capital structure of the company?
54. What are the assumptions and criticisms of Gordon's model?
55. Explain the mm approach of dividend policy?
56. What is hedging approach of working capital finance mix?

57. In a newly establish company or organization which is more preferable approach of working capital fiancé mix? And why?
58. Explain the miller or model of cash management, and how it is effect over other models of cash management?
59. Explain the types of leasing.
60. What is modern portfolio theory?
61. Explain the concept of CAPM. And what is difference between CAPM & APT?
62. In a risky market situation which option do you prefer 'options' or 'credit default swap'? And why?
63. How will you go about identifying the positioning platform for a new brand of soap to be introduced in the market?
64. What are the typical ethical issues and their implications in social marketing?
65. On what criteria would you like to conduct competitive benchmarking? Illustrate with an example.
66. How are the internet forcing businesses to explore alternative marketing channels?
67. What is strategic marketing and how are marketing strategies developed from organizational strategies?
68. Discuss Customer relationship management and customer life time value management.
69. Job shop incurs different costs per day, for processing 5 different jobs in the shop on a single machine. All jobs are available at time $t = 0$. The data for the jobs is given below Draw Gantt chart for SPT rule, slack time sequence rule, to compute average tardiness and lateness for each of the above rules.

JOB	PROCESSING	DUE DATES
1	5	13
2	3	15
3	7	22
4	2	9
5	4	7

JOB SHOP COSTS PER DAY FOR PROCESSING 5 JOBS

70. What is the difference between “Micro”, “Small” and “Medium” enterprises in the Manufacturing Sector? What are the main arguments in support of Small Scale Enterprises in India?
71. What do you understand by the term “Strategy”? How do you distinguish between “Business Strategy” and “Corporate Strategy”? What role do “External Assessment” and “Internal Scrutiny” play in strategy formulation?
72. Why are information systems so essential for running and managing business today? Explain how Management Information System (MIS) differs from Transaction Processing System (TPS) and Decision Support System (DSS).
73. What are the different modes of entering in the international market? Briefly explain.
74. “the study of international business is fine if you are going to work in an MNC. But it has no relevance for individuals who are going to work in small firms”. Comment.
75. What is the difference between Transactional Corporation and Multinational Corporation?
76. What are the contributions of MNCs towards the developing countries? Critically analysis.
77. Government puts tariff, non-tariff barriers (others) barriers to protect its interest. What are these other barriers on trade? Explain.
78. Explain the product life cycle theory of trade? How it is important than other theories of trade.
79. Explain the competitive advantage theory? How it is different from comparative advantage theory of trade.
80. What are the inward looking and outward looking dimensions of international trade?
81. What is new trade theory? Explain with example.
82. What is mercantilism theory of trade? What are the possible reasons for its development?
83. Explain the market imperfections and eclectic theory of FDI.
84. Explain the product life cycle theory and market power theory of FDI?
85. What are the supply sides factors affecting the FDI.
86. What are the different corporate level strategies? What are the other levels of international strategy?
87. Explain the porter’s generic strategies? Explain with global example.
88. What is the difference between worldwide or global strategy and national responsiveness? Justify with example.

89. How value chain analysis proved to be effective in globalization?
90. What are the predispositions before the firm in strategic management process in global expansion?
91. How core competencies and experience curve help in international expansion?
92. What are features of MNCs? What are the advantages and disadvantages to the host country?
93. What is difference between anti-dumping duty and countervailing duty? Why WTO not able to control dumping activities in the international market?
94. What is the similarity and difference between WTO & GATT? Explain in detail.
95. What are the different modes of GATS in which it operate?
96. What are the principles of WTO in which it function? Explain
97. Explain the different levels of integration among the nations?
98. What is preferential trading agreement? How it is different from free trade agreement?
99. What are the difference between joint venture and strategic alliance?
100. What are the advantages and disadvantages associated with joint venture?
101. What is matrix structure? How it is suitable for international business?
102. Explain the concept of core competitiveness. And its importance in the current cooperate world. (400 Words)
103. How the management planning is different from strategic management plaining? Explain with suitable example. (250 Words)
104. Describe the following: (200 Words Each)
 - a. SWOT Analysis
 - b. PEST Analysis
 - c. BCG Matrix
105. What is the difference between franchising and licensing? Explain with example.
106. Explain the R&D management. Why it is important in today's world? Examine the trained of R & D in India.
107. What is the difference between selling and marketing? Explain with example
108. How organizational behavior is different from organizational culture? explain with case study 200 Words

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109. What is the importance of training? What are the different types of trainings are present in India? 300 Words
110. What are factors effecting working capital. Explain in detail. 300 Words
111. What are zero based budgeting and its importance? 100 Words

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