

End Semester Examination – 2013
Odd Semester
M.A. Ist Semester – PUBLIC ADMINISTRATION
Paper: Administrative Theories and Thinkers
Paper Code: AS – 2077
Model Answer Key

Section – A

1. (i). B – Frederick W. Taylor
(ii). D – Chris Argyris
(iii). C – Lyndall Urwick
(iv). C – (1), (2), (3)
(v). A – Human Relation Theory
(vi). D – (1) and (2)
(vii). A – Bureaucratic Theory
(viii). A – L. D. White
(ix). E – All the above four
(x). A – Introduction to the Study of Public Administration

Section – B

The answer of each question needs to contain following points.

2. Discuss Frederick W. Taylor's concept of management with special focus on scientific management principles.

Answer:

- Introduction
- Taylor's Concept of Management
- Scientific Management Principles
 - i. The development of a true science of work
 - ii. The scientific selection and progressive development of workman
 - iii. The bringing together of the science of work and the scientifically selected and trained men
 - iv. The division of work and responsibility between management and workers.
- Summarize the above principles
- Conclusion.

3. Describe Henry Fayol's view on Organization management with special focus on Administrative Principles.

Answer:

- Introduction
- Key functions of administration: Planning, Organization, Command, Coordination and Control.
- Fourteen principles of management theory
- Conclusion

4. Discuss Mary Parker Follett's argument on Coordination and Leadership.

Answer:

- Introduction
- Principles of Coordination:
 - i. Coordination as the reciprocal relating of all factors in a situation
 - ii. Coordination by direct contact
 - iii. Coordination in the early stages
 - iv. Coordination as a continuing process
- Types of Leadership:
 - i. Leadership of position
 - ii. Leadership of personality
 - iii. Leadership of function
- Conclusion.

5. Discuss Weberian model of bureaucracy and analyse the role of bureaucracy in democratic governance.

Answer:

- Introduction
- Characteristics of Weberian model of bureaucracy
- Main elements of Weberian model of bureaucracy
- Conclusion.

6. Describe Lindblom's Incremental model.

Answer:

- Introduction
- Lindblom's Incremental model
 - i. Managerial Incrementalism
 - ii. Partisan Mutual Adjustment
- Disjoined Incrementalism
- Conclusion.

7. Discuss different theories of Leadership according to situational or contingency approach.

Answer:

- Introduction
- Different theories of Leadership to situational or contingency approach
 - i. Continuum of Leadership behavior
 - ii. Contingency model of Leadership effectiveness
 - iii. Cognitive resource theory
 - iv. Path-Goal theory of Leadership effectiveness
 - v. Decision participation model
 - vi. Life-cycle / situational approach
- Conclusion

8. Describe Luther Gulick's view on Theory of Departmentalisation and how it is impacting in organization function – Comment.

Answer:

- Introduction
- Basic elements of administration
- Theory of departmentalization – 4Ps
 - i. Purpose (Function)
 - ii. Process
 - iii. Persons (clientele), and
 - iv. Place
- Conclusion