



Kot Bhalwal, Jammu



Model Institute of Engineering
& Technology (Autonomous)
Dr. Arun K. Gupta Teaching-Learning Centre

Department of B.Com.

Details of Lesson Plan

S.No.	Particulars	Details
1.	Course Name	Principles of Management
2.	Course Code	BCMMI 206A
3.	Academic Year	2024-25
4.	Semester	2 nd
5.	Number of Lesson plans	49
6.	Faculty Assigned	Dr. Vibhu Johar

Vibhu Johar

Faculty Signature



Version 1.1



Please Do Not Print Unless Necessary



Course Title: BCMMI-206 (A)

Total Duration: 48

Mode of Delivery: Interactive Lectures, Case Studies, Discussions, Videos, and Assessments

Why This Subject?

Management principles are crucial in 2025 due to rapid change and increasing complexity in organizations. They provide a framework for adapting to these changes and leading diverse teams effectively. Optimizing resources and fostering innovation are key benefits of understanding these principles. Ethical considerations and a global perspective are also emphasized. Management knowledge is essential for personal development and career advancement. It builds a strong foundation for understanding organizational functions. Problem-solving skills are enhanced through the study of these principles. In a competitive job market, management skills offer a significant advantage. Ultimately, these principles are timeless tools for effective leadership and organizational success. Studying them in 2025 prepares individuals for the future of work.

Unit-Wise Breakdown & Lesson Plan

Unit I : Management

- **Topics Covered**

Definition, nature, purpose and scope of management, Skills and roles of a manager, functions, principles; Evolution of Management Thought, Scientific Management, Management by Objectives: Management by exception; McKinsey's 7-S Approach.

- **Learning Outcomes:**

- Understanding Management's Core Concepts
- Managerial Roles and Skills
- Evolution of Management Thought
- Scientific Management Principles
- Modern Management Approaches (MBO, MBE)
- McKinsey's 7-S Framework

- **Open-ended Questions:**

- What are the various approaches to management
- What is the role of manager in the organization



- **Suggested Video:**
- **Assessment:**
 - Short quiz
 - Group discussion on the Management practices and concepts

Unit II: Nature, purpose and framework of Planning

- **Topics Covered:**

Types of plans. The nature of objectives and MBO; Nature and purpose of organizing; Determinants of organization structure; Line and staff concept, new approaches in organization design; Downsizing; Span of management; Authority relationships; Delegation and decentralization.
- **Learning Outcomes:**
 - Define and analyze the framework of planning
 - Evaluate different structures of organizations
 - Understand the delegation and decentralization
- **Open-ended Questions:**
 - Why is planning important for organizations
 - What is span of management and its functions
- **Suggested Video:**
- **Assessment:**
 - Case study on planning
 - Quiz on span of management

Unit III: Staffing

Topics Covered:

Human Resource Management and Selection, Performance appraisal and Career strategy, Managing Change. Leading: Human Factors and Motivation, Leadership, Communication, Teams and Teamwork

- **Learning Outcomes:**
 - Explain selection and performance appraisal
 - Identify various types of performance appraisal



Analyze various forms of motivation and communications in the organisation

- **Open-ended Questions:**

What are the steps in selection

What is the difference between a team and a group

- **Suggested Video:**

- **Assessment:**

Quiz on performance appraisal

Unit IV: Direction as a management process

Topics Covered:

Significance and main elements; Coordination-its importance and techniques; Controlling: Concept, planning-control relationship, the process of control, Types of Control, Control Techniques.

- **Learning Outcomes:**

Understand the significance of coordination and its process

Analyze the importance of controlling

Learn about different controlling techniques

- **Open-ended Questions:**

What is coordination

What is the various controlling techniques

- **Suggested Video:**

- **Assessment:**

Group discussion

Case study

Unit V: Contemporary Issues

Topics Covered:

Knowledge management; Total quality management; Business process re-engineering; New people management; management of productivity; Corporate Governance; Creativity and Innovation; Theory of constraints: Issues and concerns.

- **Learning Outcomes:**

Understand TQM, Knowledge management

Explain corporate governance



Analyze theory of constraints

- **Open-ended Questions:**

What is TQM?

What is corporate governance

- **Suggested Video:**

Assessment and Evaluation

INTERNAL (40 Marks)				EXTERNAL (60 Marks)
Sessional-I (10 Marks)	Sessional-II (10 Marks)	Assignment (10 Marks)	Attendance (10 Marks)	End Term Examination



Lesson Plan No. 1	Course Name: Principles of Management Topic: Management: Definition and Nature	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: <ol style="list-style-type: none">Describe the Concept and Definition of ManagementDiscuss the nature of ManagementExplain about Management: Science and Art
Teaching Aids (if any)	<ol style="list-style-type: none">ICTYouTube Video (https://youtu.be/GZ2dmbDmB5I?si=NEDHqvDs-Mcq_JyY)
Teaching Development	<ol style="list-style-type: none">Introduction (05 minutes)<ul style="list-style-type: none">Ask questions What do you know about the term Management?Introduce the formal concept of management.Development (30 minutes)<ol style="list-style-type: none">Define ManagementDiscuss the Nature of Management<ul style="list-style-type: none">UniversalGoal OrientedContinuous ProcessMulti-dimensionalGroup ActivityDynamic FunctionIntangible forceExplain about Management: Science and Art <p>Exercise (5 minutes) –</p> <p>Brainstorm: In small groups, list 3-5 key skills you think are essential for a successful manager.</p> <p>Prioritize: Each group shares their top 3 skills and explains their reasoning. Discuss similarities and differences.</p> <p>Challenge: Debate: Which of the listed skills is most crucial, and why? Encourage respectful disagreement.</p> <p>Reflect: Individually, write down one skill you think you possess and one you'd like to develop as a manager.</p>



	<p>Connect: Briefly discuss how the introductory management course might help develop the prioritized skills.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathi & Reddy (Ch-1) https://businesslouder.com/what-is-management/3. Homework “Management is all pervasive”. Justify the given statement with suitable examples. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Which of the following statements best describes the nature of management?<ol style="list-style-type: none">(a) Management is a rigid process.(b) Management is a dynamic process.(c) Management is a one-time activity.(d) Management is not necessary for all organizationsManagement is multidimensional because it involves:<ol style="list-style-type: none">(a) Management of people(b) Management of processes(c) Management of things or work(d) All of the aboveManagement is considered a science because it:<ol style="list-style-type: none">(a) Is based on theoretical knowledge.(b) Involves systematic study.(c) Has principles that can be tested.(d) All of the above2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 2	Course Name: Principles of Management Topic: Management: Purpose and Scope	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the purpose of Management b. Discuss the scope of Management
Teaching Aids (if any)	a. ICT b. Examples
Teaching Development	<p>1. Introduction (05 minutes)</p> <ul style="list-style-type: none">- Ask questions What can be the purpose of Management?- List down the purposes of management. <p>2. Development (30 minutes)</p> <ul style="list-style-type: none">a. Explain the purpose of Management<ul style="list-style-type: none">• Optimize resources• Improvement of efficiencies• Maximizing profits• Promoting personal development• Generating business strategiesb. Discuss the scope of Management<ul style="list-style-type: none">• Human Resource Management• Financial Management• Marketing Management• Production and Operation Management• Risk Management• Strategic Management• Cost & Accounting Management• Quality Management <p>Exercise (5 minutes) –</p> <p>In groups identify the management function in big firms and brands of your choice</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading: Principles of Management by Tripathi &</p>



	<p>Reddy. (Ch-1) https://businesslouder.com/what-is-management/</p> <p>3. Homework</p> <p>Revise the topic discussed in the class.</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions</p> <p>What is the primary purpose of management in an organization?</p> <p>(a) To maximize profits (b) To achieve organizational goals efficiently and effectively (c) To minimize costs (d) To maintain employee satisfaction</p> <p>The scope of management includes which of the following areas?</p> <p>(a) Human Resource Management (b) Financial Management (c) Operations Management (d) All of the above</p> <p>The scope of management includes which of the following aspects?</p> <p>(a) Setting objectives (b) Implementing strategies (c) Monitoring performance (d) All of the above</p> <p>2. Conduct Discussion.</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 3	Course Name: Principles of Management Topic: Skills and Roles of a manager	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the Managerial roles and skills b. Describe levels of management
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What can be the roles of a manager? What are the different levels of management?- List down the roles and skills required by a manager.- List down the levels of management.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the Managerial roles<ul style="list-style-type: none">• Interpersonal Roles (Figurehead, Leader, Liaison)• Informational Roles (Monitor, Disseminator, Spokesman)• Decisional Roles (Entrepreneur, Disturbance Handler, Resource Allocator, Negotiator)b. Discuss the Managerial Skills<ul style="list-style-type: none">• Conceptual Skills• Technical Skills• Human Relation Skillsc. Describe the Levels of management<ul style="list-style-type: none">• Top Level• Middle Level• Low Level <p>Exercise (5 minutes) – One Minute Paper</p>



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathi & Reddy. (Ch-1)3. Homework Write about how managerial skills contribute in better function of the organization? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions According to Mintzberg, which role involves maintaining relationships with external stakeholders?<ol style="list-style-type: none">(a) Interpersonal role(b) Informational role(c) Decisional role(d) Operational roleWhat managerial role is primarily concerned with making decisions and solving problems?<ol style="list-style-type: none">(a) Leader(b) Liaison(c) Entrepreneur(d) MonitorWhich of the following levels of management is responsible for setting overall organizational goals?<ol style="list-style-type: none">(a) Top-level management(b) Middle-level management(c) Lower-level management(d) All of the above2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 4	Course Name: Principles of Management Topic: Functions and Principles of Management	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Discuss the functions of Management b. Identify principles of management
Teaching Aids (if any)	a. Power Point Presentation b. Conduct Poll
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What can be the functions of management? What are the different principles of management?- Outline the functions of management.- List down the principles of management. 2. Development (30 minutes)<ol style="list-style-type: none">a. Discuss the functions of management<ul style="list-style-type: none">• Planning• Organising• Staffing• Directing• ControllingOther managerial functions<ul style="list-style-type: none">• Coordinating• Communication• Reporting• Innovating• Representing b. Identify principles of management<ul style="list-style-type: none">• <u>Taylor's Principles</u><ul style="list-style-type: none">• Replacing rules of thumb with science (organised knowledge);• Obtaining harmony in group action, rather than discord;• Achieving cooperation of human beings, rather than chaotic individualism;• Working for maximum output, rather than restricted output; and• Developing all workers to the fullest extent possible



	<p>for their own and their company's highest prosperity.</p> <ul style="list-style-type: none">• <u>Fayol's Principles</u><ul style="list-style-type: none">• Division of Work• Authority and Responsibility• Discipline• Unity of Command• Unity of Direction• Subordination of individual interest to general interest• Remuneration of personnel• Centralization and decentralization• Scalar chain• Order• Equity• Stability of tenure of personnel• Initiative• Espirit de corps <p>Exercise (5 minutes) – Conduct Poll</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathi & Reddy. (Ch-1,2) https://egyankosh.ac.in/bitstream/123456789/35874/5/Unit-1.pdf3. Homework Are the Principles of Management given by Fayol equally relevant in the business organization in the present times? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions <p>Which function of management involves determining what needs to be done to achieve organizational goals?</p> <ol style="list-style-type: none">(a) Organizing(b) Leading(c) Planning(d) Staffing <p>Staffing in management primarily refers to:</p> <ol style="list-style-type: none">(a) Setting objectives(b) Hiring and training employees



	<p>(c) Allocating resources (d) Monitoring performance</p> <p>Which function of management is primarily concerned with motivating and leading employees?</p> <p>(a) Planning (b) Organizing (c) Leading (d) Controlling</p> <p>2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
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Lesson Plan No. 5	Course Name: Principles of Management Topic: Evolution of Management Thoughts	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Discuss the various approaches of Management Evolution b. Identify the major contributions of Management Evolution
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions Who are the major contributors in the process of management evolution?- List down the names of the major contributors of management evolution.2. Development (30 minutes)<ol style="list-style-type: none">a. Discuss the various approaches of Management Evolution<ul style="list-style-type: none">• Classical Approach<ul style="list-style-type: none">· <i>Scientific Management</i> – F.W.Taylor, Henry Gantt, Frank and Lillian Gilbreth· <i>Administrative Theory</i> – Henry Fayol· <i>Bureaucracy</i> – Max Weber• Neo-Classical and Behavioral Approach – Abraham Maslow, Douglas McGregor, Fredrick Herzberg, Rensis Likert, Kurt Levin• Modern Approaches<ul style="list-style-type: none">· Quantitative Approach – Herbert A Simon, James March, Russel Ackoff, W.C. Churchman· System Approach – Chester Barnard, Kenneth Boulding, F.E. Cast, Ex. Trist, R.A. Johnson· Contingency or Situational Approach – Tom Burns, G.W. Stalker, Joan Woodward, Jay Lorsch, James Thomson· Operational Approach – Koontz and O'Donnell <p>Exercise (5 minutes) – Verbal Quiz</p>



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathi & Reddy. (Ch-2) https://egyankosh.ac.in/bitstream/123456789/35874/5/Unit-1.pdf3. Homework Identify the major differences among classical, neo-classical and modern approaches of management. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions The Classical Management Theory primarily emphasizes:<ol style="list-style-type: none">(a) Employee behavior and motivation(b) Efficiency and standardization of work(c) The importance of social needs(d) Organizational cultureWhich management thinker is associated with the principles of management that include planning, organizing, leading, and controlling?<ol style="list-style-type: none">(a) Peter Drucker(b) Henri Fayol(c) Elton Mayo(d) Frederick TaylorThe Neo-Classical Theory of management focuses on:<ol style="list-style-type: none">(a) The scientific approach to management(b) The role of human relations and employee welfare(c) Strict hierarchical structures(d) Quantitative analysis2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 6	Course Name: Principles of Management Topic: Taylor and Scientific Management	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the Scientific Management b. Describe the Principles given by F.W. Taylor c. Explain the techniques of mentioned by Taylor
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you understand by scientific management?- Introduced the concept of scientific management.2. Development (30 minutes)<ol style="list-style-type: none">a. Discuss Scientific management in detailb. Describe Principles given by F.W. Taylor<ul style="list-style-type: none">• Science, not rule of thumb• Harmony, not discord• Cooperation, not individualism• Maximum, not restricted output• Separation of planning and operational workc. Explain Techniques mentioned by Taylor<ul style="list-style-type: none">• Functional Foremanship• Standardisation of Work• Simplification of Work• Fatigue Study• Time Study• Motion Study• Method Study• Differential Wage System• Mental Revolution <p style="text-align: center;">Exercise (5 minutes) – Quiz</p>



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathi & Reddy. (Ch-2)3. Homework F.W. Taylor is known as father of scientific management. Explain in your words why? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Who is considered the father of scientific management?<ol style="list-style-type: none">(a) Henri Fayol(b) Max Weber(c) Frederick Winslow Taylor(d) Elton MayoWhich of the following is NOT a principle of scientific management?<ol style="list-style-type: none">(a) Science, not rule of thumb(b) Harmony, not discord(c) Cooperation, not individualism(d) Specialization of laborThe mechanism of scientific management includes:<ol style="list-style-type: none">(a) Scientific task setting(b) Planning the task(c) Standardization of tools and equipment(d) All of the aboveThe main objective of scientific management is to:<ol style="list-style-type: none">(a) Maximize profits(b) Minimize costs(c) Increase employee satisfaction(d) Achieve maximum prosperity for both employer and employee2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 7	Course Name: Principles of Management Topic: Management by Objectives	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of MBO b. Describe the features of Objectives of MBO c. Explain features of MBO d. Articulate the process of MBO e. Identify advantages and limitations of MBO
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you mean by objectives? What is the meaning of Management by objectives?- Introduced the concept of objectives.- Talk about management by objectives. 2. Development (30 minutes)<ol style="list-style-type: none">a. Discuss the concept of MBO b. Describe the features of Objectives of MBO<ul style="list-style-type: none">• Each individual has own objectives• The objectives of any organization are specially mentioned• The objectives may be short-term or long-term• The objectives of an organization should be clearly defined• At top level, the organization has broad objectives i.e. to earn certain rate of return on investments• The whole organization is divided into several sections• Each section has specific objectives• The objectives of the organization must conform to the general needs of the public• All the organizations have several objectives at a time because the objectives are necessary in various areas of business• The objectives of the organization may be changed in due course• The objectives are expressed in numerical terms• This helps in measuring the actual performance done to realize the objectives



	<ul style="list-style-type: none">• The framed objectives should be achievable and reasonable ones <p>c. Explain the features of MBO</p> <ul style="list-style-type: none">• Integrates the goals of an organization and individuals, leading to an effective management system.• Emphasizes on the effective performance.• Combines the long term and the short-term goals.• Constant attention to refine, modify and improve the goals with changing times.• Recognizes participation of employees in goal setting process. <p>d. Articulate the process of MBO</p> <ul style="list-style-type: none">• Defining organizational objectives• Goals of each section• Fixing key result areas• Setting subordinate objectives or targets• Matching resources with objectives• Periodical review meetings• Appraisal of activities• Reappraisal of objectives <p>e. Identify advantages and limitations of MBO</p> <ul style="list-style-type: none">• <u>Advantages</u><ul style="list-style-type: none">• Unified planning• Individual motivation• Coordination• Control• Basis for decentralization• <u>Limitations</u><ul style="list-style-type: none">• It is a time-consuming process• MBO fails to explain the philosophy• Emphasizes on short term objectives rather than the long term• The status of subordinates is necessary for proper objectives setting which is not possible in MBO process• MBO's are rigid in nature• The objectives are set without considering the available resources <p>Exercise (5 minutes) – One Minute Paper</p>
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Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://kanchiuniv.ac.in/coursematerials/TIMC1%20Pronciples%20of%20management.pdf3. Homework Write a short note about the relevance of MBO in organizational success. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Who is considered one of the earliest management thinkers to use the term "Management by Objectives" (MBO)?<ol style="list-style-type: none">(a) Henri Fayol(b) Max Weber(c) Frederick Taylor(d) Peter DruckerWhich of the following is NOT a key element of the MBO process?<ol style="list-style-type: none">(a) Participative goal setting(b) Continuous performance feedback(c) Reward based on results(d) Centralized decision makingThe main purpose of MBO is to:<ol style="list-style-type: none">(a) Maximize profits(b) Improve employee motivation(c) Increase market share(d) Achieve organizational goals efficientlyIn the MBO system, goals are:<ol style="list-style-type: none">(a) Determined by management alone(b) Reviewed only at the time of completion(c) Used as strict controls(d) Periodically reviewed for progress2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



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Lesson Plan No. 8	Course Name: Principles of Management Topic: Management by Exception	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of MBE b. Differentiate active and passive MBE c. Illustrate the use of MBE in real world d. Articulate the best practices for MBE e. Identify advantages and disadvantages of MBE
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What is the meaning of Management by Exception? - Talk about management by exception. 2. Development (30 minutes) a. Discuss the concept of MBE b. Differentiate active and passive MBE c. Illustrate the use of MBE in real world d. Articulate the best practices of MBE <ul style="list-style-type: none">• Define your standard procedures• Determine how many approval levels you need• Define the exception threshold at each approval level• Consider how the exceptions will be distributed across hierarchical levels• Identify an ideal ratio of approval vs. rejection of exceptions e. Identify advantages and disadvantages of MBE <ul style="list-style-type: none">• <u>Advantages</u><ul style="list-style-type: none">• Less Bureaucracy• Efficiency in Delegation• Independence in Decision-Making• <u>Limitations</u><ul style="list-style-type: none">• Employee Disengagement• Requires Companywide Buy-in• Lack of Foresight Exercise (5 minutes) – Summarizing



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://www.pricerfx.com/learning-center/management-by-exception-what-is-it-and-how-does-it-work3. Homework Explain the real-world example for MBE. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions In MBE, managers intervene:<ol style="list-style-type: none">(a) At all times(b) Only when performance standards are not met(c) When they feel like it(d) Only during annual reviewsWhich of the following is a key benefit of Management by Exception?<ol style="list-style-type: none">(a) Increased micromanagement(b) Enhanced employee empowerment(c) More frequent meetings(d) Decreased delegation of authorityManagement by Exception is based on which of the following attitudes towards problem recognition?<ol style="list-style-type: none">(a) Indifferent attitude(b) Positive attitude(c) Negative attitude(d) Passive attitudeWhich of the following statements about MBE is true?<ol style="list-style-type: none">(a) It eliminates the need for performance standards.(b) It allows managers to focus on significant deviations.(c) It requires constant supervision of all employees.(d) It is only applicable in large organizations.2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 9	Course Name: Principles of Management Topic: McKinsey's 7-S Approach	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of McKinsey b. Discuss the 7-S of McKinsey Approach c. Articulate the applications of McKinsey 7S Approach d. Identify advantages and disadvantages of McKinsey 7S Approach
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What is McKinsey 7S Approach?- Talk about McKinsey 7S Approach.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the concept of McKinsey 7S Approachb. Discuss the 7-S of McKinsey Approach<ul style="list-style-type: none">• Structure• Strategy• Systems• Skills• Style• Staff• Shared Valuesc. Articulate the applications of McKinsey 7S Approach<ul style="list-style-type: none">• Identify the areas that are not effectively aligned• Determine the optimal organization design• Decide where and what changes should be made• Make the necessary changesd. Identify advantages and disadvantages of McKinsey 7S Approach<ul style="list-style-type: none">• <u>Advantages</u><ul style="list-style-type: none">• It enables different parts of a company to act in a coherent and “synced” manner.• It allows for the effective tracking of the impact of the changes in key elements.• It is considered a longstanding theory, with numerous organizations adopting the model over time.• <u>Limitations</u>



	<ul style="list-style-type: none">• It is considered a long-term model.• With the changing nature of businesses, it remains to be seen how the model will adapt• It seems to rely on internal factors and processes and may be disadvantageous in situations where external circumstances influence an organization. <p>Exercise (5 minutes) –Summarizing</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://corporatefinanceinstitute.com/resources/management/mckinsey-7s-model/ https://whatfix.com/blog/mckinsey-7s-model/3. Homework Write the relevance of mckinsey-7s model in the organizational effectiveness. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the seven elements of the McKinsey 7S Framework? (a) Strategy, Structure, Systems, Skills, Staff, Style, Shared Values (b) Strategy, Systems, Structure, Standards, Staff, Skills, Style (c) Strategy, Structure, Systems, Skills, Staff, Style, Sustainability (d) Strategy, Structure, Systems, Skills, Staff, Style, Sales What is the primary purpose of the McKinsey 7S Framework? (a) To increase sales (b) To evaluate and align organizational elements for improved performance (c) To define corporate culture (d) To establish financial goals Which of the following statements about the McKinsey 7S Framework is true? (a) It only focuses on financial aspects of the organization. (b) It emphasizes the interdependence of the seven elements. (c) It is a linear model that does not account for changes. (d) It is only applicable to large organizations.2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 10	Course Name: Principles of Management Topic: McKinsey's 7-S Approach: Process and Real Examples	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Articulate the process of 7-S McKinsey Approach b. Discuss the example of McDonalds for 7-S McKinsey Approach c. Discuss the example of Digital Transformation for 7-S McKinsey Approach d. Discuss the example of Chik Fil-A for 7-S McKinsey Approach
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What can be the steps in McKinsey 7S Approach? - List down the steps involved in McKinsey 7S Approach. 2. Development (30 minutes) a. Articulate the steps of 7-S McKinsey Approach <ul style="list-style-type: none">• Analyze each component of 7S model• Identify areas that are misaligned with your vision and strategy• Define the desired state• Prepare your change management plan• Execute your plan• Review your progress against set targets• Adapt your plans and strategy if needed b. Discuss the example of McDonalds for McKinsey 7S Approach c. Discuss the example of Digital transformation for 7-S of McKinsey Approach d. Discuss the example of Chik Fil-A for 7-S of McKinsey Approach Exercise (5 minutes) – Think-Pair-Share



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://corporatefinanceinstitute.com/resources/management/mckinsey-7s-model/ https://whatfix.com/blog/mckinsey-7s-model/ https://www.cascade.app/blog/mckinsey-7s-model3. Homework Illustrate the mckinsey-7s model through a real example. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Is the McKinsey 7S Model still relevant? Yes, the McKinsey 7S Model remains relevant for businesses and NGOs. It is an important strategic framework for analyzing an organization's alignment and potential future obstacles. What is the difference between a hard strategy and a soft strategy? Hard strategies involve planning, executing, and monitoring systems, processes, and structures. The benefits of these initiatives are usually clear and measurable. Soft strategies focus on changes in management style, work culture, and people. Who introduced the 7S Framework? The Mckinsey 7S Framework was introduced in the late 1970s by Tom Peters and Robert Waterman, who worked as consultants at McKinsey & Company. What is the difference between the McKinsey 7S Model and a SWOT analysis? The difference between McKinsey 7S Model and SWOT Analysis involves each model's focus and analytical approach. The 7S Model is internally focused and looks at seven elements that affect business performance. SWOT is internally and externally focused and analyses the potential impact of four factors on organizations.2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 11	Course Name: Principles of Management Topic: Types of Plans	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of Planning b. Describe the Importance of Planning c. Discuss the Types of Plans d. Interpret the steps in Planning Process
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you understand by Planning? Why planning is significant for an organization? - Introduced the concept of Planning. - Talk about the relevance of Planning. 2. Development (30 minutes) a. Explain the Meaning of Planning b. Explain the Definition of Planning c. Describe the Importance of Planning <ul style="list-style-type: none">• Minimizes the risk and uncertainty• Leads to success• Focuses on organizational goals• Facilitates control• Trains Executives d. Discuss the Types of Plans <ul style="list-style-type: none">• Missions or Purposes• Objectives or Goals• Strategies• policies• procedures• rules• programs• budgets e. Interpret the Steps in Planning Process <ul style="list-style-type: none">• Being aware of opportunities



	<ul style="list-style-type: none">• Establishing objectives• Developing premises• Determining alternative courses• Evaluating alternative courses• Select a course• Formulating derivative plans• Numbering plans by budgeting <p>Exercise (5 minutes) – Summarizing</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-3)3. Homework Prepare a plan for attending an industrial visit organized by your institute. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What is a single-use plan?<ol style="list-style-type: none">a) A plan for recurring activitiesb) A plan made to achieve specific goals that will not arise in the futurec) A plan that is flexible and adaptabled) A plan for long-term objectivesWhich of the following describes standing plans?<ol style="list-style-type: none">a) Plans for one-time eventsb) Plans designed for activities that occur regularlyc) Plans that are flexible and adaptabled) Plans that are only used by top managementWhat type of plan is a budget classified as?<ol style="list-style-type: none">a) Standing planb) Single-use planc) Strategic pland) Operational plan2. Conduct Discussion. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

Kot Bhalwal, Jammu



Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1



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Lesson Plan No. 12	Course Name: Principles of Management Topic: Nature of Objectives	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: <ol style="list-style-type: none">Understand the concept of ObjectivesDescribe the nature of ObjectivesIdentify the Types of ObjectivesArticulate the SMART formula of ObjectivesExplain the P-O-L-C framework of ObjectivesInterpret the hierarchy of Objectives
Teaching Aids (if any)	<ol style="list-style-type: none">Power Point PresentationConduct Poll
Teaching Development	<ol style="list-style-type: none">Introduction (05 minutes)<ul style="list-style-type: none">Ask questions What do you mean objectives? Why objectives are significant for an organization?Introduced the concept of Objectives.Talk about the relevance of Objectives.Development (30 minutes)<ol style="list-style-type: none">Discuss the Meaning of ObjectivesDiscuss the Definition of ObjectivesDescribe the nature of Objectives<ul style="list-style-type: none">Objectives may be in quantitative or qualitative termsObjectives have hierarchyShort-term and Long-term ObjectivesObjectives sometimes may be in conflict with each otherIdentify the Types of Objectives<ul style="list-style-type: none">Primary ObjectivesSecondary ObjectivesIndividual ObjectivesSocial ObjectivesArticulate the SMART formula of ObjectivesExplain the POLC framework of ObjectivesInterpret the hierarchy of Objectives



	Exercise (5 minutes) – Think-Pair-Share
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-4) https://open.lib.umn.edu/principlesmanagement/chapter/6-3-the-nature-of-goals-and-objectives/ https://arts.brainkart.com/article/nature-of-objectives-management-by-objectives-378/ https://www.yourarticlelibrary.com/management/objectives-meaning-features-and-classification-with-diagram/531993. Homework Design an objective for your career by incorporating SMART formula. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What is the primary objective of management?<ol style="list-style-type: none">a) To maximize profitsb) To ensure employee satisfactionc) To achieve organizational goals efficiently and effectivelyd) To maintain a competitive edgeWhich of the following is NOT a type of objective in management?<ol style="list-style-type: none">a) Organizational objectivesb) Social objectivesc) Personal objectivesd) Emotional objectivesWhich objective focuses on the well-being of the community and environment?<p>Organizational objectives Social objectives Personal objectives Financial objectives</p>2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 13	Course Name: Principles of Management Topic: Management by Objectives	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of MBO b. Describe the features of Objectives of MBO c. Explain features of MBO d. Articulate the process of MBO e. Identify advantages and limitations of MBO
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you mean by objectives? What is the meaning of Management by objectives?- Introduced the concept of objectives.- Talk about management by objectives. 2. Development (30 minutes)<ol style="list-style-type: none">a. Discuss the concept of MBO b. Describe the features of MBO<ul style="list-style-type: none">• Each individual has own objectives• The objectives of any organization are specially mentioned• The objectives may be short-term or long-term• The objectives of an organization should be clearly defined• At top level, the organization has broad objectives i.e. to earn certain rate of return on investments• The whole organization is divided into several sections• Each section has specific objectives• The objectives of the organization must conform to the general needs of the public• All the organizations have several objectives at a time because the objectives are necessary in various areas of business• The objectives of the organization may be changed in due course• The objectives are expressed in numerical terms• This helps in measuring the actual performance done to realize the objectives



	<ul style="list-style-type: none">• The framed objectives should be achievable and reasonable ones <p>c. Explain the features of MBO</p> <ul style="list-style-type: none">• Integrates the goals of an organization and individuals, leading to an effective management system.• Emphasizes on the effective performance.• Combines the long term and the short-term goals.• Constant attention to refine, modify and improve the goals with changing times.• Recognizes participation of employees in goal setting process. <p>d. Articulate the process of MBO</p> <ul style="list-style-type: none">• Defining organizational objectives• Goals of each section• Fixing key result areas• Setting subordinate objectives or targets• Matching resources with objectives• Periodical review meetings• Appraisal of activities• Reappraisal of objectives <p>e. Identify advantages and limitations of MBO</p> <ul style="list-style-type: none">• <u>Advantages</u><ul style="list-style-type: none">• Unified planning• Individual motivation• Coordination• Control• Basis for decentralization• <u>Limitations</u><ul style="list-style-type: none">• It is a time-consuming process• MBO fails to explain the philosophy• Emphasizes on short term objectives rather than the long term• The status of subordinates is necessary for proper objectives setting which is not possible in MBO process• MBO's are rigid in nature• The objectives are set without considering the available resources <p>Exercise (5 minutes) – One Minute Paper</p>
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Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-4) https://kanchiuniv.ac.in/coursematerials/TIMC1%20Principles%20of%20management.pdf3. Homework Write how MBO is helpful in integrating the goals of an organization and individuals, leading to an effective management system. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Who is considered one of the earliest management thinkers to use the term "Management by Objectives" (MBO)?<ol style="list-style-type: none">(a) Henri Fayol(b) Max Weber(c) Frederick Taylor(d) Peter DruckerWhich of the following is NOT a key element of the MBO process?<ol style="list-style-type: none">(a) Participative goal setting(b) Continuous performance feedback(c) Reward based on results(d) Centralized decision makingThe main purpose of MBO is to:<ol style="list-style-type: none">(a) Maximize profits(b) Improve employee motivation(c) Increase market share(d) Achieve organizational goals efficientlyIn the MBO system, goals are:<ol style="list-style-type: none">(a) Determined by management alone(b) Reviewed only at the time of completion(c) Used as strict controls(d) Periodically reviewed for progress2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 14	Course Name: Principles of Management Topic: Organising: Nature and Purpose	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of Organising and Organisation b. Discuss the nature of Organising c. Describe the purpose of Organising d. Explain the process of Organising e. Interpret the principles of Organising
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What is the meaning of organizing? What do you understand by the term organisation?- Introduced the concept of Organising and Organisation.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the Meaning and Definition of Organising and Organisationb. Discuss the Nature of Organising<ul style="list-style-type: none">• Systematic Process• Goal Oriented• Dynamic and Flexible• Division of Work• Co-ordination and Integration• Establishment of authority and relationships• Resource optimization• Common Objectivesc. Describe the purpose of organizing<ul style="list-style-type: none">• Clarify roles and responsibilities• Enhance Coordination and Collaboration• Optimize Resource Utilization• Establish a clear hierarchy and authority• Facilitate adaptability and flexibility• Improve efficiency and productivity• Support strategic goals



	<p>d. Explain the Process of organising</p> <ul style="list-style-type: none">• consideration of objectives• grouping of activities into departments• deciding which departments will be key departments• determining levels at which various types of decisions are to be made• determining the span of management• setting up a coordination Mechanism <p>e. Interpret the Principles of organising</p> <ul style="list-style-type: none">• Objectives• Specialization• Span of Control• Exception• Scalar principle• Unity of Command• Delegation• Responsibility• Authority <p>Exercise (5 minutes) – Quiz</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-7) https://theintactone.com/2020/01/30/organizing-nature-and-significance/3. Homework Unity of command is considered as an essential principle of organizing. Why? Justify. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions <p>Which of the following is not a part of the organizing process?</p> <ol style="list-style-type: none">a) Assignment of responsibilitiesb) Establishing reporting relationshipsc) Specializationd) Division of work <p>Organizing doesn't include _____.</p> <ol style="list-style-type: none">a) By whom will be done



- b) When will be done
- c) What will be done
- d) How will be done**

Who reports to whom is made clear by_____.

- a) Organizing process**
- b) Management process
- c) Planning process
- d) None of the above

2. Conduct Discussion.

Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 15	Course Name: Principles of Management Topic: Determinants of Organisation Structure	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of Organisation Structure b. Discuss Importance of Organisation Structure c. Describe the determinants of Organisation Structure
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you understand by the organization structure? - Talk about Organisation structure. 2. Development (30 minutes) a. Explain the Meaning of Organisation structure b. Discuss the importance of Organisation structure <ul style="list-style-type: none">• Nature of the objectives• Operative activities• Technology• Sequence of tasks• Limitations of skill and working capacity• Managerial function• Size and scope• Strategy• Social needs c. Describe the determinants of organization structure <ul style="list-style-type: none">• Facilitate management action• Encouraging efficiency• Optimum use of organizational resources• Helping communication• Job satisfaction• Stimulating creativity Exercise (5 minutes) – Quiz



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-7) https://www.yourarticlelibrary.com/office-management/organisation-structure/organisation-structure-meaning-determinants-and-role/700423. Homework List down the ways in which different determinants/factors influence the organizational structuring. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Which of the following is NOT a determinant of organizational structure?<ol style="list-style-type: none">a) Size of the organizationb) Technology usedc) Organizational cultured) Employee preferences The degree of centralization or decentralization in an organization is influenced by which determinant?<ol style="list-style-type: none">a) Organizational sizeb) Management philosophyc) Nature of the tasksd) All of the above Which determinant refers to the external conditions that affect an organization?<ol style="list-style-type: none">a) Internal environmentb) Organizational culturec) External environmentd) Organizational structure2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 16	Course Name: Principles of Management Topic: Line and Staff Concept	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of Line and Staff b. Discuss feature of Line and Staff Organisation c. Identify the suitability for Line and Staff Organisation d. Describe the advantages and disadvantages of Line and Staff Organisation
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you understand by Line and Staff? - Provide an overview of Line and Staff Concept. 2. Development (30 minutes) a. Explain the Meaning of Line and Staff Concept b. Discuss the features of Line and Staff Organisation <ul style="list-style-type: none">• Mix of Doers and Advisors• Clarity on Who is in Charge• Staff are Helpers• Expert Help• Flexible Setup• Better Decision-Making• Chance of conflicts• Reliance on Staff Advice c. Identify the suitability for Line and Staff Organisation <ul style="list-style-type: none">• Size and complexity• Expertise and Support needs• Clear role differentiation• Effective communication and collaboration• Organisational culture• Flexibility and adaptability• Organisational goals and strategy d. Describe the advantages and disadvantages of Line and Staff Organisation



	Exercise (5 minutes) – One Minute Paper
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-9) https://www.geeksforgeeks.org/line-and-staff-organisation-meaning-features-suitability-advantages-and-disadvantages/3. Homework Prepare a list of contributions that Line and staff structures can make in the smooth functioning of the organization. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What is the primary function of line personnel in an organization?<ol style="list-style-type: none">a) To provide advice and supportb) To make decisions and direct activitiesc) To manage administrative tasksd) To conduct researchWhich of the following statements is true regarding the line and staff concept?<ol style="list-style-type: none">a) Staff personnel have authority over line personnel.b) Line personnel are responsible for advisory roles.c) The concept originated from military organization.d) Staff personnel execute the main operations of the organization.In a line and staff organization, staff personnel primarily provide:<ol style="list-style-type: none">a) Direct supervisionb) Technical expertise and advicec) Financial resourcesd) Production capabilities2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 17	Course Name: Principles of Management Topic: New Approaches in Organisation Design	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of Organisation Design b. Discuss the principles of Organisation Design c. Describe the new approaches for Organisation Design
Teaching Aids (if any)	a. Power Point Presentation b. YouTube Video (https://youtu.be/4o6v0XIylzA?si=P6DjEEA6mOXcHr-G)
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you understand by Organisation Design? - Talk about Organisation Design. 2. Development (30 minutes) a. Explain the Meaning of Organisation Design b. Discuss the principles of Organisation Design <ul style="list-style-type: none">• Specialisation• Coordination• Knowledge and competence• Control and commitment• Innovation and adoption c. Describe the new approaches of Organisation Design <ul style="list-style-type: none">• Functional Organisational Design• Product-Based Organisational Design• Geography-Based Organisational Design• Matrix Organisation Exercise (5 minutes) – Summarising
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading: https://www.aihr.com/blog/organizational-design/ https://www.cliffsnotes.com/study-guides/principles-of-management/organizational-design-and-structure/five-approaches-to-organizational-design



	<p>3. Homework Write down the merits and demerits of all the organizational designs discussed in the class.</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions</p> <p>What is organizational design primarily concerned with?</p> <ul style="list-style-type: none">a) Determining employee salariesb) Structuring the organization to achieve its goalsc) Developing marketing strategiesd) Managing financial resources <p>Which of the following is a key component of organizational design?</p> <ul style="list-style-type: none">a) Work specializationb) Employee benefitsc) Marketing tacticsd) Financial analysis <p>In the context of organizational design, what does departmentalization refer to?</p> <ul style="list-style-type: none">a) The process of hiring new employeesb) The division of an organization into different departmentsc) The allocation of resources to different projectsd) The creation of company policies <p>2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 18	Course Name: Principles of Management Topic: Downsizing	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of downsizing b. Discuss the reasons for downsizing c. Describe the advantages of downsizing d. Articulate the consequences of downsizing e. Identify the alternatives of downsizing f. Interpret the types of downsizing
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you understand by downsizing?- Talk about the concept of downsizing. 2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the Meaning of downsizingb. Discuss the reasons of downsizing<ul style="list-style-type: none">• Excess staff• Technical advancement• Outsourcing• Decreasing demand• Business relocation• Recession• Industry decline• Merger c. Describe the advantages of downsizing<ul style="list-style-type: none">• Reduce cost• Streamlining Hierarchy• Avoid Duplications• Eliminate Competition• Sail through economic crisis d. Articulate the consequences of downsizing<ul style="list-style-type: none">• It leaves the downsized employee unemployed.• The remaining employees suffer job insecurity.



	<ul style="list-style-type: none">• It may greatly impact the organization's skill base.• It leaves a negative imprint on the customer's mind.• The existing employees may get overburdened by the work. <p>e. Identify the alternatives of downsizing</p> <ul style="list-style-type: none">• Temporary Layoff• Freeze Salaries• Cut rewards and bonuses• Eliminate some Perquisites• Stop hiring• Offer VRS• Transfer• Postpone business trips <p>f. Interpret the types of downsizing</p> <ul style="list-style-type: none">• Retrenchment• Downscaling• Down Scoping <p>Exercise (5 minutes) – One Minute Paper</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://theinvestorsbook.com/downsizing.html#google_vignette3. Homework Identify the ways that can be beneficial to avoid downsizing. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions <p>What is the primary purpose of downsizing in an organization?</p> <ol style="list-style-type: none">a) To increase employee moraleb) To reduce costs and improve efficiencyc) To expand the workforced) To enhance customer satisfaction <p>Which of the following is a common outcome of downsizing?</p> <ol style="list-style-type: none">a) Increased job security for remaining employeesb) Higher levels of employee engagementc) Layoffs and job terminationsd) Expansion of business operations



The Worker Adjustment and Retraining Notification (WARN) Act requires employers to provide how many days' notice before a mass layoff?

- a) 30 days
- b) 60 days**
- c) 90 days
- d) 120 days

Which of the following is NOT typically a reason for downsizing?

- a) Economic downturn
- b) Mergers and acquisitions
- c) Increased market share**
- d) Technological changes

2. Conduct Discussion.

Spend 5 minutes to evaluate student assimilation of the lesson contents



Kot Bhalwal, Jammu



Lesson Plan No. 19	Course Name: Principles of Management Topic: Span of Management, Authority Relationships	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of Span of Management b. Discuss the types of Span of Management c. Describe the advantages of Span of Management Types d. Articulate the importance of Span of Management e. Identify the factors affecting Span of Management f. Understand the concept of Authority g. Interpret Authority Relationships
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you understand by Span of Management? What do you mean by Authority?- Talk about the concept of Span of Management.- Introduce the concept of Authority.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the Meaning of Span of Managementb. Discuss the types of Span of Management<ul style="list-style-type: none">• Wide Span of Management• Narrow Span of Managementc. Describe the advantages and disadvantages of Span of Management Typesd. Articulate the importance of Span of Management<ul style="list-style-type: none">• Discipline• Motivation• Timely Decision Making• Effective Control• Communicatione. Identify the factors affecting Span of Management<ul style="list-style-type: none">• Adequate supervision• Nature and Complexity• Organizational Planning• Degree of Centralization



	<ul style="list-style-type: none">• Geographic Proximity• Stability• Effective Communication• Qualification of Manager• Delegation of Authority• Management Levels <p>f. Understand the concept of Authority g. Interpret the Authority Relationships</p> <ul style="list-style-type: none">• Authority and Power• Authority, Responsibility and Accountability <p>Exercise (5 minutes) – Think-Pair-Share</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathi & Reddy. (Ch-7,8) https://theinvestorsbook.com/span-of-control-in-management.html3. Homework Identify the differences between narrow and wide span of management. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions <p>What does the term "span of control" refer to?</p> <ul style="list-style-type: none">A) Number of managersB) Length of term for which a manager is appointedC) Number of subordinates under a superiorD) Number of members in top management <p>According to the Contingency Approach, which of the following factors affects the Span of Management?</p> <ul style="list-style-type: none">A) Type of workB) Ability of the managerC) Ability of the employeesD) All of the above <p>What is the effect of a wide span of control?</p> <ul style="list-style-type: none">A) More layers in management hierarchyB) Subordinates are more independentC) Increased managerial oversightD) Higher operational costs



	<p>Who introduced the formula for determining the optimum span of control?</p> <ul style="list-style-type: none">A) Henri FayolB) Max WeberC) V. A. GraicunasD) Peter Drucker <p>2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
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Lesson Plan No. 20	Course Name: Principles of Management Topic: Delegation and Decentralization	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Understand the concept of Delegation b. Discuss the advantages of Delegation c. Identify the barriers to Delegation d. Describe the guidelines for effective Delegation e. Understand the concept of Decentralization f. Articulate the importance of Decentralization g. Identify the advantages and disadvantages of Decentralization h. Explain the guidelines for effective Decentralization
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you understand by Delegation? What do you mean by Decentralization?- Talk about the concept of Delegation.- Introduce the concept of Decentralization.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the Meaning of Delegationb. Discuss the advantages of Delegation<ul style="list-style-type: none">• It relieves the manager of his heavy workload• It leads better decisions• It speeds up decision-making• It helps to train subordinates and builds morale• It servers as compensation to those employees who face the prospect of limited advancement• It helps to create a formal organization structurec. Identify the barriers of Delegation<ul style="list-style-type: none">• Fear of loss of power• The “I can do it better myself” fallacy• Lack of confidence in subordinates• Fear of being exposed• Difficulty in briefing• Inability to establish and exercise powerd. Describe the guidelines for effective Delegation



	<ul style="list-style-type: none">• Clarify the nature and scope of the task• Assign authority proportionate to the task• Give clarity regarding limits of authority• Provide some positive incentives to subordinate for accepting responsibility• Train the subordinate properly• Create a climate of mutual trust and goodwill• Do not make the subordinate accountable to more than one superior.• Avoid overlaps or splits in delegation <p>e. Understand the concept of Decentralization</p> <p>f. Articulate the importance of Decentralization</p> <ul style="list-style-type: none">• Rapid decision making• Administrative development• Development of executive skills• Promotes growth• Higher control <p>g. Identify the advantages and disadvantages of Decentralization</p> <p><u>Advantages:</u></p> <ul style="list-style-type: none">• Reduces problem of communication and red tape• Permits quicker and better decision-making• Leads to a competitive climate within the organization• Ensures the development of employees• Facilitates diversification of products, activities and markets• Recognizes and actually capitalizes on the importance of the human elements <p><u>Disadvantages:</u></p> <ul style="list-style-type: none">• Uniform policies not Followed• Problem of Co-Ordination <p>h. Explain the guidelines for effective Decentralization</p> <ul style="list-style-type: none">• Establishing appropriate centralization• Developing managers• Providing for communication and co-ordination• Establishing adequate controls• Providing appropriate dispersion <p>Exercise (5 minutes) – Quiz</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-9) https://byjus.com/commerce/what-is-decentralisation/ https://www.vedantu.com/commerce/decentralisation



	<p>https://www.yourarticlelibrary.com/management/5-steps-for-accomplishing-effective-decentralization-in-an-enterprise/25702</p> <p>3. Homework “Delegation enhances the efficiency and effectiveness of the organisation”. Why/why not? Give reasons.</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions</p> <p>Which of the following is a key element of delegation?</p> <p>A) Authority B) Responsibility C) Accountability D) All of the above</p> <p>In the context of delegation, what does accountability refer to?</p> <p>A) The right to make decisions B) The obligation to perform a task C) The answerability for the final outcome D) The ability to delegate tasks</p> <p>Which of the following is a primary advantage of decentralization?</p> <p>A) Slower decision-making process B) Increased employee motivation and engagement C) Greater control by top management D) Reduced operational costs</p> <p>In a decentralized organization, who is most likely to make decisions?</p> <p>A) Only top management B) Middle and lower-level managers C) External consultants D) All employees equally</p> <p>2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 21	Course Name: Principles of Management Topic: Human Resource Management	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concept of Human Resource Management b. Discuss the nature of Human Resource Management c. Explain the scope of Human Resource Management d. Articulate the objectives of Human Resource Management e. Interpret the functions of Human Resource Management
Teaching Aids (if any)	a. Power Point Presentation b. YouTube Video (https://www.youtube.com/watch?v=Ipg0H9uLHPw https://www.youtube.com/watch?v=zqcXlpMa3wI)
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you understand by Human Resource Management? What can be the functions of Human Resource Management? - Talk about Human Resource Management. - Talk about the concept of Staffing. 2. Development (30 minutes) a. Explain the Meaning of Human Resource Management b. Discuss the nature of Human Resource Management <ul style="list-style-type: none">• Pervasive force• Action oriented• Individually oriented• People oriented• Future oriented• Development oriented• Integrating mechanism• Comprehensive function• Auxiliary services• Inter-disciplinary function• Continuous function c. Explain the scope of Human Resource Management <ul style="list-style-type: none">• HR Planning• Hiring• Training & Development• Reward & recognition



	<ul style="list-style-type: none">• Payroll Management• Legal Procedures• Grievance Handling• Industrial Relations <p>d. Articulate the objectives of Human Resource Management</p> <ul style="list-style-type: none">• To help the organization reach its goals• To employ the skills and abilities of the workforce efficiently• To provide the organization with well-trained and well-motivated employees• To increase to the fullest the employee's job satisfaction and self-actualization• To develop and maintain a quality of work life• To communicate HR policies to all employees• To be ethically and socially responsive to the needs of society <p>e. Interpret the functions of Human Resource Management</p> <ul style="list-style-type: none">• Managerial Functions• Operative Functions <p>Exercise (5 minutes) – Think-Pair-Share</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-11) https://ebooks.inflibnet.ac.in/mgmtp01/chapter/introduction-to-hrm-meaning-definition-scope-objectives-and-functions-of-human-resource-management/ http://smartlearningway.blogspot.com/2015/01/normal-0-false-false-false-en-us-x-none.html https://www.uou.ac.in/sites/default/files/slm/BHM-702T.pdf3. Homework Human Resource Management is known as comprehensive function. Explain How? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What is the purpose of Human Resource Management? Why HRM is called a future oriented function?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 22	Course Name: Principles of Management Topic: Selection	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concept of Selection b. Discuss the importance of Selection c. Explain the process of selection
Teaching Aids (if any)	a. Power Point Presentation b. Poll
Teaching Development	<p>1. Introduction (05 minutes)</p> <ul style="list-style-type: none">- Ask questions What do you understand by selection? Why selection is significant for an organisation?- Talk about selection and its significance. <p>2. Development (30 minutes)</p> <ul style="list-style-type: none">a. Describe the concept of selectionb. Discuss the importance of selection<ul style="list-style-type: none">• Good Talent• Better Efficiency• Reduced Cost of Training and Development• Reduced Turnover• Job Motivation• Other Benefitsc. Explain the process of selection<ul style="list-style-type: none">• Reception• Screening Interview• Application Bank• Weighted Application Blanks• Selection Testing• Selection Interview• Medical Examination• Reference Check• Hiring Decision <p>Exercise (5 minutes) – Conduct Poll</p>



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-11) https://www.brainkart.com/article/Importance-of-Employee-Selection-process_40789/ https://www.iedunote.com/selection-process3. Homework “Appropriate selection reduces cost of training and development”. Explain in your words. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the different types of interviews? Is medical examination important for every job? Why? How much selecting an appropriate employee is significant for and organization?2. Conduct Discussion. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 23	Course Name: Principles of Management Topic: Performance Appraisal	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concept of Performance Appraisal b. Discuss the Objectives of Performance Appraisal c. Interpret the importance of Performance Appraisal d. Identify the effective criteria for Performance Appraisal e. Articulate the process of Performance Appraisal f. Explain the methods of Performance Appraisal
Teaching Aids (if any)	a. Power Point Presentation b. YouTube Video https://www.youtube.com/watch?v=vf-rlHaeLAA https://www.youtube.com/watch?v=EnR8Zash-fU https://www.youtube.com/watch?v=Wkx4mvfsujo
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you understand by performance appraisal? Why measuring performance is important? - Talk about performance appraisal. - List down the importance of performance appraisal. 2. Development (30 minutes) a. Describe the concept of performance appraisal b. Discuss the objectives of performance appraisal • Employee Promotion • Employee Needs • Employee Conformation • Making Decision about Compensation Enhancement • Improving Communication • Scope of Improvement c. Interpret the importance of performance appraisal • Identify areas for improvement • Recognize top performers • Improve overall productivity • Improves communication • Development and growth • Improves job performance • Objective decision-making



	<p>d. Identify the effective criteria for performance appraisal</p> <ul style="list-style-type: none">• Quality of work• Quantity of work• Job knowledge• Skills• Attendance and punctuality• Teamwork and collaboration• Customer service• Initiative• Adaptability• Timeliness• Problem-solving and decision-making• Communication skills• Leadership• Work progress• Organization <p>e. Articulate the process of performance appraisal</p> <ul style="list-style-type: none">• Identify performance standards• Communicate performance standards• Measure individual performance• Compare employee performance to standards• Rank assessed performance• Discuss results with employees <p>f. Explain the methods of performance appraisal</p> <ul style="list-style-type: none">• Ranking Method• Rating-Scale Method• Checklist Method• Forced-choice Method• Field Review• Critical Incident Technique• Confidential Report• Essay Appraisal• Self Evaluation• 360 Degree• Behaviorally Anchored rating Scale <p>Exercise (5 minutes) – Summarising</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-12) https://inkforall.com/hey-ink-tool/write-performance-review/performance-review-criteria/



	<p>https://www.hrhelpboard.com/performance-management/performance-appraisal-its-purpose.html https://www.questionpro.com/blog/performance-appraisal/</p> <p>3. Homework Write a note on the evaluation of your performance for the previous month by using Self-Evaluation method of performance appraisal.</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions</p> <p>What are the different methods used for performance appraisal? What do you know about 360-degree evaluation? How performance appraisal of employees is beneficial for employees and employer?</p> <p>2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 24	Course Name: Principles of Management Topic: Caree Strategy	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concept of career strategy b. Explain the types of career strategies c. Discuss the need of formulating career strategy d. Interpret the process of formulating career strategy
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you understand by career? What is career strategy? Why formulating career strategy is important for an individual?- Talk about career and career strategy.- Summarize the significance of formulating career strategy. 2. Development (30 minutes)<ol style="list-style-type: none">a. Describe the concept of careers and career strategyb. Explain the types of career strategies<ul style="list-style-type: none">• Attaining competence in the current job• Putting in extended work hours• Developing new skills• Developing new opportunities at work• Attaining a mentor• Building one's image and reputation• Engaging in organizational politicsc. Discuss the need of formulating career strategy<ul style="list-style-type: none">• Identifies gaps you need to fill• It will keep you from getting stuck in a rut• Reduce the temptation of derailing• A sense of ownership over your future• Mitigating career Plateausd. Interpret the process of formulating career strategy<ul style="list-style-type: none">• Preparation of a personal profile• Development of long range personal and professional goals• Analysis of the environment: threats and opportunities



	<ul style="list-style-type: none">• Analysis of personal strengths and weaknesses• Development of strategic career alternatives• Consistency testing and strategic choices• Development of short-range career objectives and action plan• Development of contingency plans• Implementation of the career plan• Monitoring progress <p>Exercise (5 minutes) – One Minute Paper</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-12) https://careerperts.com/the-need-for-building-a-career-strategy/ https://career.iresearchnet.com/career-development/career-strategy/3. Homework What is your career goal? Develop a strategy to achieve your career goal. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the crucial aspects that an individual need to consider while formulating career strategy? How formulation of career strategy is useful for an individual?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 25	Course Name: Principles of Management Topic: Managing Change	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: <ol style="list-style-type: none"> a. Describe the concept of organisational change b. Explain the types of organisational change c. Discuss the nature of organisational change d. Infer the importance of organisational change e. Interpret the process of organisational change f. Identify the factors affecting change g. Measure the resistance to organisational change h. Articulate the methods to overcome resistance to organisational change
Teaching Aids (if any)	<ol style="list-style-type: none"> a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (05 minutes) <ul style="list-style-type: none"> - Ask questions What do you understand by organisational change? Why organizational change is important for organizations? - Talk about organisational change. - Summarize the various aspects related to organisational change. 2. Development (30 minutes) <ol style="list-style-type: none"> a. Describe the concept of organisational change b. Explain the types of organisational change <ul style="list-style-type: none"> • Organizational wide change • Transformational change • Unplanned change • Remedial change • Personnel change c. Discuss the nature of organisational change <ul style="list-style-type: none"> • Organization change is a continuous process. • Change is any part or element of the organization that affects the whole organization. Some elements of the organization may be affected more, others less if any change takes place. • The aim of organizational change is to modify or transform the organization which affects the status quo. • Change is inevitable.



	<ul style="list-style-type: none">• Organization change affects individual behavior, group behavior, and management behavior.• Change supports the organization's survival. <p>d. Infer the importance of organisational change</p> <ul style="list-style-type: none">• It encourages innovation and technological growth.• If any changes occur in the organization then to cope with change employees learn new skills.• It provides new growth opportunities to employees.• It reduces future risk and uncertainty.• Changes make organizations more effective and efficient.• Continuous and valuable changes in organizational elements provide a competitive advantage. <p>e. Interpret the process of organisational change</p> <ul style="list-style-type: none">• Identifying the need for change• Determining the organization elements to be changed• Planning for effective change• Assessing the change force• Actions for change i.e Unfreezing, Changing and Refreezing <p>f. Identify the factors affecting organisational change</p> <ul style="list-style-type: none">• Internal factors• External factors <p>g. Measure the resistance to organisational change</p> <ul style="list-style-type: none">• Individual resistance• Organisational resistance <p>h. Articulate the methods to overcome resistance to organisational change</p> <ul style="list-style-type: none">• Increase Participation• Provide Training During Implementation• Offer Support• Prioritize Employees• Presenting Change in a Unique Way <p>Exercise (5 minutes) – Summarizing</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by P.C. Tripathy & P.N. Reddy (Ch-20) https://edukedar.com/organizational-change/ https://www.yourarticlelibrary.com/organization/8-methods-of-implementing-change-in-an-organization-discussed/21205#google_vignette https://tyonote.com/resistance_to_change/



	<p>3. Homework Write about how organisations are changing with the emergence of AI?</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions</p> <p>What are the major changes taken place to education after COVID-19 pandemic? Why managing change is essential for organizational growth? Why do people resist in adopting organizational changes?</p> <p>2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 26	Course Name: Principles of Management Topic: Motivation	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concept of Employee Motivation b. Explain the types of Employee Motivation c. Discuss the nature of Employee Motivation d. Infer the importance of Employee Motivation e. Interpret the ways to motivate employees f. Identify the motivation patterns in Indian Organisations g. Elaborate the theories of Motivation
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you understand by Employee Motivation? How organizations can motivate the employees?- Talk about Employee Motivation.- List the different ways used by employers to motivate employees.2. Development (30 minutes)<ol style="list-style-type: none">a. Describe the concept of Employee Motivationb. Explain the types of Employee Motivation<ul style="list-style-type: none">• Intrinsic Motivation• Extrinsic Motivationc. Discuss the nature of Employee Motivation<ul style="list-style-type: none">• Motivation is an inner feeling which energizes a person to work more.• The emotions or desires of a person prompt him for doing a particular work.• There are unsatisfied needs of a person which disturb his equilibrium.• person moves to fulfill his unsatisfied needs by conditioning his energies.• There are dormant energies in a person which are activated by channelizing them into actions.d. Infer the importance of Employee Motivation<ul style="list-style-type: none">• Drives Profitable Operation• Overcomes Resistance to Change



	<ul style="list-style-type: none">• Maximizes Human Resources• Enhances Employee Satisfaction• Reduces Disputes and Strikes• Ensures Workforce Stability <p>e. Interpret the ways to motivate employees</p> <ul style="list-style-type: none">• Employee Satisfaction Survey• Employee Motivation Survey• Recognition• Focus on intrinsic rewards• Autonomy• Create an amazing work environment• Be a visionary• Caree pathing• Provide flexibility• Act on their ideas and suggestions <p>f. Elaborate the theories of Motivation</p> <p>g. Identify the motivation patterns used in Indian Organisations</p> <ul style="list-style-type: none">• Aligning with larger goals• Creating history• Meeting a deadline• Being able to speak• Wanting to be the best• Having clear expectations• Receiving recognition• Helping others• Gaining power or fame• Fulfilling their passion• Overcoming opposition• Being in control• Proving others wrong• Creating change• Feeling they belong• Developing in their career <p>Exercise (5 minutes) – Summarizing</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-14, 15) https://www.questionpro.com/blog/employee-motivation/3. Homework Prepare a list of all the motivation and hygiene factors that can



	<p>influence your performance.</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions</p> <p>Which are the different ways used by employers to motivate employees?</p> <p>Why employee motivation is essential for employer?</p> <p>What are the motivation and hygiene factors that need to be taken care by employers?</p> <p>2. Conduct Discussion.</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 27	Course Name: Principles of Management Topic: Leadership	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concept of leadership b. Explain the features of leadership c. Discuss the importance of leadership d. Infer the different leadership styles e. Interpret the qualities of a good leader f. Elaborate the theories of leadership
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you understand by leadership? Who can be the leader? Is leadership and management different and how?- Talk about leader and leadership.- Provide an over view of differences between leadership and management.2. Development (30 minutes)<ol style="list-style-type: none">a. Describe the concept of leadershipb. Explain the features of leadership<ul style="list-style-type: none">• There must be Followers• Working Relationship between Leader and Followers• Personal Quality• Reciprocal Relationship• Community of Interests• Guidance• Related to a Particular Situation• Shared Function• Power Relationshipc. Discuss the importance of leadership<ul style="list-style-type: none">• Leaders Provide Task Support• Psychological Support• Development of Individuals• Building the Team Spirit• Motivation



	<ul style="list-style-type: none">• Provides Feedback• Helps in Introducing Change• Maintain Discipline• Affirming Ethical Values• Empowering Others• Reviewing the Norms• Setting the Ethical Example <p>d. Infer the different leadership styles</p> <ul style="list-style-type: none">• Democratic Leadership• Autocratic Leadership• Laissez-Faire Leadership• Strategic Leadership• Transformational Leadership• Transactional Leadership• Coaching Leadership• Bureaucratic Leadership• Visionary Leadership• Pacesetting Leadership• Situational Leadership <p>e. Interpret the qualities of a good leader</p> <ul style="list-style-type: none">• Honesty• Inspiration• Communication skill• Vision• Never give-up spirit• Intuitive• Empathy• Intelligence• Open mindedness• Patient• Flexible <p>f. Elaborate the theories of leadership</p> <ul style="list-style-type: none">• The Transactional Theory or Management Theory• Theory of Transformation• The Theory of Contingencies• The Theory of Situations• The Great Man Theory• The Trait Theory• Behaviorist Theory• Behavioral Theory• Functional Theory• Integrated Psychological Theory <p>Exercise (5 minutes) – One Minute Paper</p>
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Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Essentials of Management by Koontz & Weihrich (Ch-16) https://blog.hubspot.com/marketing/leadership-styles https://www.simplilearn.com/top-leadership-theories-every-manager-should-know-article https://www.economicdiscussion.net/management/leadership/what-is-leadership/32116#google_vignette https://emeritus.org/in/learn/what-is-leadership/3. Homework Leaders can make the organisation a success story or ruin it. How? Explain. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Which leadership style emphasizes on task performance? How appropriate leadership helps in achievement of organisational goals? Why leaders are different from managers?2. Conduct Discussion. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 28	Course Name: Principles of Management Topic: Communication	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concept of communication b. Interpret the purpose of communication c. Explain the types of communication d. Discuss the process of communication e. Identify the barriers to effective communication f. Infer the characteristics of effective communication
Teaching Aids (if any)	a. Power Point Presentation b. Effective Communication Based Activity
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you understand by communication? What is the meaning of effective communication? - Talk about communication and effective communication. 2. Development (30 minutes) a. Describe the concept of communication b. Interpret the purpose to communication <ul style="list-style-type: none">• Required in recruitment process• Needed for effective orientation• Enable employees to perform their functions effectively• Acquaint the subordinates with the evaluation of their contribution to enterprise activity• Teach employees about personal safety on the job• Projecting the image of the enterprise in the society• Helpful in decision process• Assists in achieving coordination• Promotes operation and industrial peace• Increases managerial efficiency c. Explain the types of communication <ul style="list-style-type: none">• On the basis of media• On the basis of flow of information• On the basis of organizational relations d. Discuss the process of communication <ul style="list-style-type: none">• Sender



	<ul style="list-style-type: none">• Encoding• Message• Decoding• Receiver• Feedback <p>e. Identify the barriers to effective communication</p> <ul style="list-style-type: none">• Organizational barriers• Physical barriers• Psychological barriers• Semantic barriers• Technological barriers <p>f. Infer the characteristics of effective communication</p> <ul style="list-style-type: none">• Clear message• Correct message• Complete message• Precise message• Reliability• Consideration of the recipient• Sender's courtesy <p>Exercise (5 minutes) – Effective Communication Based Activity</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathy & Reddy (Ch-16) https://www.indeed.com/career-advice/career-development/organized-communication3. Homework “Effective communication is considered as the blood of an organisation”. Justify. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the different types of communication on the basis of media? How technological barriers can be removed? Why effective communication is essential in an organisation?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

Kot Bhalwal, Jammu



Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1



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Lesson Plan No. 29	Course Name: Principles of Management Topic: Teams and Teamwork	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concepts of team and teamwork b. Explain the types of teams c. Discuss the importance of teamwork d. Identify the advantages and disadvantages of teamwork e. Interpret the methods to improve teamwork
Teaching Aids (if any)	a. Power Point Presentation b. Examples c. Team Building Activity
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you understand by team? How teams are different from groups? What is the meaning of teamwork?- Talk about teams and teamwork.- Outline the differences between teams and groups. 2. Development (30 minutes)<ol style="list-style-type: none">a. Describe the concepts of teams and teamworkb. Explain the types of teams<ul style="list-style-type: none">• Problem Solving Teams• Self-Managed Teams• Cross-Functional Teams• Virtual Teams• Project Teams• Task Force Teamsc. Discuss the importance of teamwork<ul style="list-style-type: none">• Higher productivity• Better employee relationship• Shared accountability• Increased learningd. Identify the advantages and disadvantages of teamwork<ul style="list-style-type: none">• Advantages<ul style="list-style-type: none">· Synergy· Faster and better decision· Continuous improvement



	<ul style="list-style-type: none"> · Innovation · Self-motivation · Empowerment · Greater Job satisfaction · Needs fulfilment • Disadvantages <ul style="list-style-type: none"> · Pressure to conform group standards of performance and conduct · Social loafing · Groupthink · Intergroup conflicts · High levels of stress e. Interpret the methods of improve teamwork <ul style="list-style-type: none"> • Identify leadership • Communicate regularly • Participate in team-building exercises • Establish boundaries • Clarify group purpose <p>Exercise (5 minutes) – Team Building Activity</p>
<p>Closure</p>	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading: https://ca.indeed.com/career-advice/career-development/teamwork-examples 3. Homework “Synergy is the main ingredient of team effectiveness”. Illustrate. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
<p>Evaluation</p>	<ol style="list-style-type: none"> 1. Reflective Questions <ul style="list-style-type: none"> What are the major benefits of teamwork? How organisations can improve the output of the teams? How teams can impact organisations in an adverse manner? 2. Conduct Discussion. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 30	Course Name: Principles of Management Topic: Direction: Elements, Significance	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concepts of direction b. Interpret the features of direction c. Explain the elements of direction d. Discuss the significance of direction
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you understand by the term direction? Why is it essential for an organization? - Talk about direction and its necessity in the organisational effectiveness. 2. Development (30 minutes) a. Describe the concepts of direction b. Interpret the features of direction <ul style="list-style-type: none">• Initiates action• All pervasive• Continuous process• Flows from top to down• Deals with people c. Explain the elements of direction <ul style="list-style-type: none">• Harmony of objectives• Efficient Communication• Unity of command• Leadership• Motivation• Direct Supervision• Decision Making• Conflict Resolution• Feedback Mechanism• Coordination d. Discuss the significance of direction <ul style="list-style-type: none">• Directing Initiates action• Directing provides stability and balance in the



	<p>organization</p> <ul style="list-style-type: none">• Directing helps to implement changes• Directing attempts to get maximum out of individuals• Directing leads to integrated group activity <p>Exercise (5 minutes) – Summarising</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by P.C. Tripathy & P.N. Reddy (Ch-15) https://www.geeksforgeeks.org/directing-meaning-characteristics-and-importance/ https://www.toppr.com/guides/business-studies/directing/introduction-meaning-importance-and-principles-of-directing/ https://www.adda247.com/school/directing-in-management/3. Homework Write a note on the relevance of direction function of management in conflict resolution. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions How direction is beneficial for employees and employer? Why unity of command is must in effective direction? What is the role of motivation in effective direction?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 31	Course Name: Principles of Management Topic: Direction: Principles and Methods	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Interpret the principles of direction b. Explain about “direction as a process” c. Discuss the methods of effective direction
Teaching Aids (if any)	a. Power Point Presentation b. Poll
Teaching Development	1. Introduction (05 minutes) - Ask questions Which can be the major methods of direction? - List down the techniques of direction. 2. Development (30 minutes) a. Interpret the principles of direction <ul style="list-style-type: none">• Maximum individual contribution• Harmony in objectives• Leadership• Unity of command• Appropriate Direction technique• Managerial communication• Use of informal organization• Follow through b. Explain about “direction as a process” <ul style="list-style-type: none">• Component of management• Ongoing activity• Creative process• Linking process• Pervasive function• Management of the human function c. Discuss the methods of direction <ul style="list-style-type: none">• By Giving Orders• By Monitoring• By following organisational rules• By understanding subordinates behavior Exercise (5 minutes) – Conduct Poll



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by P.C. Tripathy & P.N. Reddy (Ch-15) https://www.adda247.com/school/directing-in-management/ https://www.toppr.com/guides/business-studies/directing/introduction-meaning-importance-and-principles-of-directing/3. Homework Identify how do excessive direction reflect adverse impact on the performance and creativity of the employees? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions How feedback contributes in effective direction? Why direction is considered as a process? Which technique of direction is more suitable in large scale organisations?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 32	Course Name: Principles of Management Topic: Direction: Benefits, Techniques and challenges	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the benefits of direction b. Discuss the techniques of effective direction c. Identify the challenges in effective direction
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What are the benefits of direction? What are the challenges associated with direction?- List down the benefits and challenges of direction.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the benefits of direction<ul style="list-style-type: none">• It aligns employee efforts with the organization's objectives, driving success.• It makes sure that human and material resources are used efficiently.• It motivates employees, enhancing their performance and job satisfaction.• It addresses conflicts swiftly, minimizing disruptions in the workplace.• It fosters clear communication, reducing misunderstandings.• It helps organizations adapt to changing circumstances and stay competitive.• Effective directing nurtures leadership qualities within the workforce.• It supports ongoing improvement in processes and performance.• It promotes team unity and collaboration.• It aids in making informed decisions for the benefit of the organization.b. Discuss the techniques of effective direction<ul style="list-style-type: none">• Ensure instructions and expectations are communicated clearly.• Demonstrate the desired behavior and work ethic.• Use recognition, rewards, and career development to



	<p>motivate employees.</p> <ul style="list-style-type: none">• Assign tasks based on employee skills and empower them.• Monitor progress to maintain alignment with goals.• Provide constructive feedback on performance regularly.• Address conflicts promptly and impartially.• Make well-informed decisions that benefit the team and organization.• Foster teamwork and cooperation within the group.• In dynamic circumstances, be adaptable and open to change. <p>c. Identify the challenges associated with effective direction</p> <ul style="list-style-type: none">• Decreased performance level• Hiring skilled employees• Poor communication• Poor teamwork• Difficult employees• Time management• Performance pressure• Skepticism• Retaining high performers• Firing employees <p>Exercise (5 minutes) – One Minute Paper</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by P.C. Tripathy & P.N. Reddy (Ch-15) https://in.indeed.com/career-advice/career-development/management-challenges https://www.pw.live/exams/commerce/elements-of-directing/3. Homework Explain the term “Skepticism” in your words. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions How the challenge of poor performance can be addressed? Why direction creates the performance pressure?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 33	Course Name: Principles of Management Topic: Coordination: Features, Types and Requisites	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concept of coordination b. Explain the features of coordination c. Discuss the types of coordination d. Identify the requisites for coordination
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you mean by coordination? Why it is essential for organizational success?- Talk about coordination and talk about its requirement in organizational success.2. Development (30 minutes)<ol style="list-style-type: none">a. Describe the concept of coordinationb. Explain the features of coordination<ul style="list-style-type: none">• Coordination assimilates group efforts• Coordination assures unity of action• Coordination is a continuous process• Coordination is an all-pervasive function• Coordination is the responsibility of all managers• Coordination is a deliberate functionc. Discuss the types of coordination<ul style="list-style-type: none">• Internal Coordination<ul style="list-style-type: none">· Vertical coordination· Horizontal coordination• External Coordinationd. Identify the requisites for excellent coordination<ul style="list-style-type: none">• Direct contact• Early start• Continuity• Dynamism• Clearcut objectives• Simplified organization• Clear definition of Authority and responsibility



	<ul style="list-style-type: none">• Effective communication• Effective leadership and supervision <p>Exercise (5 minutes) – Quiz</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by P.C. Tripathy & P.N. Reddy (Ch-9) https://www.toppr.com/guides/business-management-and-entrepreneurship/direction-and-coordination/types-of-coordination/ https://www.geeksforgeeks.org/coordination-in-management-concept-features-importance/3. Homework Identify which type of coordination is more essential for organisation success? Whether Internal Coordination or External Coordination? And why? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Why coordination is called all-pervasive function? Who is responsible for coordination? What is the role of effective communication to ensure coordination in the organisation?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 34	Course Name: Principles of Management Topic: Coordination: Techniques & Difficulties	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Discuss the techniques of coordination b. Identify the difficulties for coordination
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What are the methods to ensure coordination in the organisation? Which are the problems associated with coordination?- List down the techniques and difficulties of coordination.2. Development (30 minutes)<ol style="list-style-type: none">a. Discuss the techniques of coordination<ul style="list-style-type: none">• Rules, Procedures and policies• Planning• Hierarchy• Direct Contact• Task Force• Committees• Induction• Indoctrination• Incentives• Liaison Departments• Workflowb. Identify the difficulties to maintain coordination<ul style="list-style-type: none">• Difference in orientation towards particular goals• Difference in Time Orientation• Differences in interpersonal orientation• Differences in formality of structure<p>Exercise (5 minutes) – Think-Pair-Share</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by P.C. Tripathy & P.N. Reddy (Ch-9)



	<p>3. Homework Write a note the role of Liaison Departments to ensure coordination in the organisation.</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions</p> <p>What do you understand by indoctrination? Who can be the part of task force to ensure coordination in the organisation? How the impact of difficulties can be minimised to enhance coordination?</p> <p>2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 35	Course Name: Principles of Management Topic: Coordination: Importance & Limitations	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Discuss the importance of coordination b. Identify the limitation for coordination
Teaching Aids (if any)	a. Power Point Presentation b. Case let Discussion
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions Why coordination is essential for the organizational success?- List down the significance of Coordination.2. Development (30 minutes)<ol style="list-style-type: none">a. Discuss the importance of coordination<ul style="list-style-type: none">• Unity in diversity• Unity in direction• Functional differentiation• Lesser disputes• Reconciliation of goals• Differentiation and integration• Optimum utilization of resources• Encouragement of the team spiritb. Identify the limitations for coordination<ul style="list-style-type: none">• Lack of administrative talent• Misunderstanding <p>Exercise (5 minutes) – Discuss the Case let</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by P.C. Tripathy & P.N. Reddy (Ch-9) https://www.toppr.com/guides/business-management-and-entrepreneurship/direction-and-coordination/importance-and-limitation-of-coordination/3. Homework “Coordination is helpful to ensure unity in diversity”. Explain this statement in your words.



	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the reasons behind the importance of coordination in management? How the limitations of coordination can be overcome?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 36	Course Name: Principles of Management Topic: Controlling	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Describe the concept of Organizational Control b. Interpret the features of Organisational Control c. Discuss the Need for Organisational Control d. Explain the Types of Control Methods
Teaching Aids (if any)	a. Power Point Presentation b. Poll
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you mean by organizational control? Why controlling is essential?- Introduce the concept of organisational control.- Talk about its significance.2. Development (30 minutes)<ol style="list-style-type: none">a. Describe the Meaning and Definition of Organizational Controlb. Interpret the features of organisational Control<ul style="list-style-type: none">• An effective control system has the following features:• It helps in achieving organizational goals.• Facilitates optimum utilization of resources.• It evaluates the accuracy of the standard.• It also sets discipline and order.• Motivates the employees and boosts employee morale.• Ensures future planning by revising standards.• Improves overall performance of an organization.• It also minimizes errors.c. Discuss the Need for Organisational Control<ul style="list-style-type: none">• to measure progress• to uncover deviation• to indicate corrective actionsd. Types of Organizational Control<ul style="list-style-type: none">• Feedback Control• Concurrent Control• Feed Forward Control or Predictive control



	<ul style="list-style-type: none">• Steering control• Yes / No Control• Budgetary control• Operational Control• Strategic Control• Objectives control <p>Exercise (5 minutes) – Conduct Poll</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathi & Reddy (Ch-18)3. Homework Explain at least one example for each type of control discussed in the class. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Why control is a crucial function of management? What is strategic control? How controlling contributes to the effective achievement of the organizational goals?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 37	Course Name: Principles of Management Topic: Organizational Control: Process	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the Process of organizational Control b. Describe the essentials of effective control system c. Interpret the elements of effective control d. Discuss the importance of Organisational Control
Teaching Aids (if any)	a. ICT tools
Teaching Development	1. Introduction (05 minutes) - Ask questions What can be the essentials of an effective control system? - List down the essentials of an effective control system. 2. Development (30 minutes) a. Explain the Process of Organisational Control <ul style="list-style-type: none">• Establishment of Standards• Measurement of actual performance• Comparison of actual performance with the standards• Corrective action if necessary b. Describe the Essentials of effective control system <ul style="list-style-type: none">• Suitable• Timely and forward looking• Objective and comprehensive• Flexible• Economical• Prescriptive and Operational• Acceptable to Organisational members• Motivate people to high performance• Reveal Exceptions at Strategic Points• Should not lead to Less Attention to other aspects c. Interpret the elements of effective control system <ul style="list-style-type: none">• Condition to Be Controlled• Sensor• Comparator• Activator d. Discuss the importance of Organisational Control <ul style="list-style-type: none">• Basis of Future Action



	<ul style="list-style-type: none">• Facilitates Decision Making• Facilitates Discipline and Order• Facilitates Coordination• Facilitates Motivation• Effective Plan Implementation <p>Exercise (5 minutes) – One Minute Paper</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathi & Reddy (Ch-18)3. Homework Controlling helps in correcting the deviations. Explain How? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the major essentials for successful implementation of control? How the deviations detected in controlling stage can be removed? How controlling is helpful in decision making?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 38	Course Name: Principles of Management Topic: Organizational Control: Techniques	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the Techniques of organizational Control b. Describe the advantages/benefits of organisational Control c. Identify the Limitation of the control process d. Interpret the planning-control relationship
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What can be the benefits of organisational control? What are the problems associated with effective controlling?- List down the benefits and problems of controlling.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the Techniques of Organisational Control<ul style="list-style-type: none">• Setting Standards and Targets• Monitoring and Measurement• Feedback and Communication• Correction and Punishment• Motivation and Incentives• Planning and Decision-Making• Organizing and Coordinationb. Describe the Advantages/Benefits of Organisational Control<ul style="list-style-type: none">• increase productivity• reduce defects and mistakes• helps meet deadlines• facilitates communication• improve safety• reduce cost• gives the workers control over their environmentc. Interpret the Limitations/Problems of Organisational Control process<ul style="list-style-type: none">• Lack of Knowledge or Information• Limited Resources• Complexity• Resistance or Opposition



	<ul style="list-style-type: none">• Ethical Concerns• Unforeseen Consequences <p>d. Interpret the planning-control relationship</p> <p>Exercise (5 minutes) – Summarising</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: Principles of Management by Tripathi & Reddy (Ch-18)3. Homework Planning lay down the foundations for effective controlling. Explain in your words. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions How planning is interconnected with controlling? How controlling reduce cost and enhance productivity? Which ethical concerns are required to acknowledge for effective controlling?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 39	Course Name: Principles of Management Topic: Knowledge Management	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: <ol style="list-style-type: none">Explain the Concept of Knowledge ManagementDescribe the Types of Knowledge ManagementDiscuss the components of Knowledge ManagementIdentify the importance of Knowledge ManagementInterpret the process of Knowledge ManagementMeasure the challenges in Knowledge ManagementInfer the best practices to implement Knowledge Management system
Teaching Aids (if any)	<ol style="list-style-type: none">Power Point PresentationPoll
Teaching Development	<ol style="list-style-type: none">Introduction (05 minutes)<ul style="list-style-type: none">Ask questions What do you mean by knowledge management? Why Knowledge Management is essential for an organization?Talk about Knowledge Management and its significance for an organization.Development (30 minutes)<ol style="list-style-type: none">Explain the concept of Knowledge ManagementDescribe the types of Knowledge Management<ul style="list-style-type: none">ExplicitTacitImplicitDiscuss the components of Knowledge Management<ul style="list-style-type: none">StrategyProcessTechnologyPeopleImprovementIdentify the importance of Knowledge Management<ul style="list-style-type: none">Capture valuable informationAllow Easy Access to Knowledge ResourcesCultivate an Environment Where Knowledge is ValuedHelp Treat Knowledgeable Employees as an AssetInterpret the process of Knowledge Management



	<ul style="list-style-type: none">• Creating• Organising• Sharing• Analysing• Optimizing <p>f. Measure the challenges of Knowledge Management</p> <ul style="list-style-type: none">• Technology• Knowledge sharing• Security <p>g. Infer the best practices to implement Knowledge Management</p> <ul style="list-style-type: none">• Analyze How Information is Currently Shared• Set Quantifiable Objectives• Create an Environment that Rewards Collaboration• Identify the Best Tools• Create a Knowledge Management Team• resources and make adjustments whenever necessary.• Set an Optimization Calendar• Stay Up-to-Date with New Advancements <p>Exercise (5 minutes) – Conduct Poll</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://document360.com/knowledge-management/ https://www.spiceworks.com/collaboration/content-collaboration/articles/what-is-knowledge-management/#_0023. Homework Find out the solutions to overcome the challenges associated with knowledge management. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the four main components of knowledge management? What are the different types of knowledge management? What is a Knowledge Management Framework?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 40	Course Name: Principles of Management Topic: Total Quality Management	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the Concept of Total Quality Management b. Describe the Origin and evolution of Total Quality Management c. Discuss the elements of Total Quality Management d. Interpret the objectives of Total Quality Management e. Identify the benefits and challenges of Total Quality Management
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you mean by quality? What do you mean by Total Quality Management? Why quality assurance is essential for an organisation?- Talk about quality and necessity to assure quality in an organisation.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the concept of Total Quality Managementb. Describe the origin and evolution of Total Quality Managementc. Discuss the elements of Total Quality Management<ul style="list-style-type: none">• A sustained management commitment to quality.• Total Focus on the Customer.• Preventing rather than detecting Defects.• Universal Quality Responsibility• Quality Measurement• Continuous Improvement• Root Cause Corrective Actions• Employees Involvement and Empowerment• Focus upon Team Synergy• Thinking Statistically• Benchmarking• Training• Supplier Teamingd. Interpret the objectives of Total Quality Management<ul style="list-style-type: none">• TQM emphasizes upon collective effort of all functional department and people for improvement in



	<p>quality of goods and services in order to achieve higher customer satisfaction.</p> <ul style="list-style-type: none">• The aim of TQM is to look for maximum satisfaction to the consumer by providing goods and services which are best in quality (i.e zero defects)• TQM aims at educating and training the managers and employees since they are considered to be the integral part of the TQM process.• TQM not only focus upon quality but also on productivity as it aims for Zero defect production which not only makes employees responsible for quality improvement but also leads to higher productivity.• TQM aims at enhanced communication in the organization as every employee is encouraged to express their suggestion for quality improvement, cost reduction and elimination of wastage. It also calls for rewarding those who have active participation. <p>e. Identify the benefits and challenges of Total Quality Management</p> <ul style="list-style-type: none">• Benefits<ul style="list-style-type: none">· Enhanced Customer Satisfaction· Total change in organization working culture· Increased Productivity and efficiency· Incorporation of advanced production techniques· Development of new products and skills· Enhanced teamwork· Reduced rework· Reduced Inventory· Increased Profitability• Limitations<ul style="list-style-type: none">· TQM is a slow moving process. It requires total change in the outlook of management and employees. It's benefit will be therefore available after a longer period of time· The success of TQM largely depends upon participative management. TQM needs employees who can take leads whereas trade union are more interested in their own benefit rather than quality management· TQM implementation is not an easy task particularly in a developing economy due to unfavorable approach of management and employees.
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	Exercise (5 minutes) – Summarising
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: http://www.fmtvaranasi.edu.in/sites/default/files/TQM.pdf https://oms.bdu.ac.in/ec/admin/contents/160_P16MBA18_2020051812512021.pdf3. Homework Prepare a list of recommendations to minimise the limitations of total quality management. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What do you understand by benchmarking? How TQM is responsible for increased profitability? How TQM ensures zero defect production?2. Conduct Discussion. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 41	Course Name: Principles of Management Topic: Business Process Reengineering	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the Concept of Business Process Reengineering b. Describe the Principles of Business Process Reengineering c. Discuss the steps in Business Process Reengineering d. Identify the benefits and challenges of Total Quality Management
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you mean by Business Processes? What do you mean by Business Process Reengineering?- Provide an overview of Business Process Reengineering including reengineering, redesign and rebuild.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the concept of Business Process Reengineeringb. Describe the principles of Business Process Reengineering<ul style="list-style-type: none">• Focus on desired outcomes• Identify and Eliminate Non-value adding activities• Integrate multiple steps• Coordinate Geographically Dispersed Resources• Link Parallel Activities• Empower Employees• Capture Information Once at the Sourcec. Discuss the steps in Business Process Reengineering<ul style="list-style-type: none">• Identify Processes• Understand Existing Processes• Define Objectives• Form a Cross-Functional Team• Redesign Processes• Implement Changes• Monitor and Optimized. Identify the benefits and challenges of Total Quality Management<ul style="list-style-type: none">• Benefits<ul style="list-style-type: none">· Increased Efficiency· Cost Reduction



	<ul style="list-style-type: none">· Improved Quality· Improved Customer Satisfaction· Employee Empowerment· Improved Financial Performance· Improved Financial Performance· Continuous Improvement• Limitations<ul style="list-style-type: none">· High Costs· Resistance to Change· Focus on Short-term Goals· Lack of Top Management Support· Unclear Objectives· Risk of Failure· Disruption to Operations· <p>Exercise (5 minutes) – One Minute Paper</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://www.geeksforgeeks.org/introduction-to-business-process-re-engineering/3. Homework Recommend the suggestions to mitigate the limitations of Business Process Reengineering. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the 3 R's of Business Process Re-engineering? How can BPR benefit small organizations? What technologies are used in BPR?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 42	Course Name: Principles of Management Topic: New People Management	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the Concept of New People Management b. Describe the importance of New People Management c. Discuss the key people management skill d. Identify the methods for effective People Management
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by New People Management? Why New People Management is essential? - Provide an overview of New People Management and its necessity. 2. Development (30 minutes) a. Explain the concept of New People Management b. Describe the importance of New People Management <ul style="list-style-type: none">• Retention• Employee Engagement• Organisational Effectiveness c. Discuss the key people management skills <ul style="list-style-type: none">• Empathy• Communication• Active listening• Creativity• Organizational aptitude d. Identify the methods for effective people management <ul style="list-style-type: none">• Know the systems• Identify the “Why”• Create a strategic plan• Hire Right• Ensure Equity• Set Expectations• Co-create accountability• Establish regular communication• Set a clear agenda• Check your ego



	<ul style="list-style-type: none">• Practice active listening in all interactions• Develop Empathy• Ask open-ended questions• Be an advocate• Share opportunities to grow• Celebrate the wins• Have a difficult and direct conversations• Trust your people• Welcome feedback• Lead by example• Be a mentor <p>Exercise (5 minutes) – Think-Pair-Share</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://www.betterup.com/blog/people-management3. Homework List the common challenges that are associated with new people management. Also, find out how these challenges can be resolved? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What do you understand by the term “empathy”? How equity is essential to ensure effective new people management? What is the role of mentoring in new people management?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 43	Course Name: Principles of Management Topic: Management of Productivity	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the Concept of Productivity Management b. Describe the importance of Productivity Management c. Discuss the key principles of Productivity Management d. Identify the benefits of Productivity Management e. Interpret the strategies to improve Productivity Management
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by Productivity? What is Productivity Management? - Talk about productivity and Productivity Management. 2. Development (30 minutes) a. Explain the concept of Productivity Management b. Describe the importance of Productivity Management <ul style="list-style-type: none">• Improving efficiency• Cost reduction• Meeting deadline and goals• Competitive advantage• Employee satisfaction• Innovation and growth c. Discuss the key principles of Productivity Management <ul style="list-style-type: none">• Set clear goals• Measure performance• Focus on continuous improvement• Encourage collaboration• Invest in Technology• Empower Employees d. Identify the benefits of Productivity Management <ul style="list-style-type: none">• Increased efficiency• Improved quality• Better customer satisfaction• Enhanced competitiveness• increased employee engagement e. Interpret the strategies to improve Productivity Management



	<ul style="list-style-type: none">• Streamline processes• Implement goal-setting• Encourage collaboration• Invest in technology• Provide training and development• Measure performance <p>Exercise (5 minutes) – Quiz</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://www.tutorialspoint.com/what-is-productivity-management-and-why-is-it-important3. Homework List the common challenges that are associated with productivity management. Also, find out how these challenges can be resolved? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions Why productivity management is crucial for an organisation? How enhanced collaborations result in productivity management? What is the role of employee empowerment in productivity management?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 44	Course Name: Principles of Management Topic: Corporate Governance	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the Concept of Corporate Governance b. Discuss the key principles of Corporate Governance c. Identify the benefits of Corporate Governance d. Interpret the status of Corporate Governance in India
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you mean by Corporate Governance?- Provide an overview about Corporate Governance.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the concept of Corporate Governanceb. Discuss the principles of Corporate Governance<ul style="list-style-type: none">• Accountability• Fairness• Transparency• Independence• Social Responsibilityc. Identify the benefits of Corporate Governance<ul style="list-style-type: none">• Build trust with investors, the community, and public officials• Give investors and other stakeholders a clear idea of a company's direction and business integrity• Promote long-term financial viability, opportunity, and returns• Facilitate the raising of capital• Contribute to rising share prices• Improve a company's reputation and customer retention• Reduce the potential for financial loss, waste, risks, and corruptiond. Interpret the status of Corporate Governance in India<ul style="list-style-type: none">• The Ministry of Corporate Affairs (MCA) and Securities and Exchange Board of India (SEBI) is responsible for corporate governance initiatives in India. The corporate sector of India faced major changes in the 1990s after liberalization.



	<ul style="list-style-type: none">• In the 1900s, SEBI regulated corporate governance in India through various laws like the Security Contracts (Regulation) Act, 1956; Securities and Exchange Board of India Act, 1992; and the Depositories Act of 1996.• In February 2000, SEBI established the first formal regulatory framework for corporate governance in India owing to the recommendations of the Kumar Mangalam Birla Committee. It was undertaken to improve the standards of corporate governance in India. This came to be known as clause 49 of the Listing Agreement.• A major corporate governance initiative was undertaken in 2002 when the Naresh Chandra Committee on Corporate Audit and Governance furthered their recommendations addressing multiple governance issues.• MCA and the Government of India have set up multiple organisations and charters like the Confederation of Indian Industry (CII), National Foundation for Corporate Governance (NFCG), and Institute of Chartered Accountants of India (ICAI). <p>Exercise (5 minutes) – Summarising</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://byjus.com/current-affairs/corporate-governance/ https://www.investopedia.com/terms/c/corporategovernance.asp3. Homework Identify the common challenges that are associated with corporate governance. Also, find out how these challenges can be resolved? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What is corporate governance? How corporate governance is different from corporate social responsibility? Why corporate governance is essential for an organisation?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 45	Course Name: Principles of Management Topic: Corporate Governance Models	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the Models of Corporate Governance b. Interpret the assessment of Corporate Governance
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What is the significance of Corporate Governance?- List down the importance of Corporate Governance.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the Models of Corporate Governance<ul style="list-style-type: none">• The Anglo-American Model• The Continental Model• The Japanese Modelb. Interpret the assessment of Corporate Governance<ul style="list-style-type: none">• Disclosure practices• Executive compensation structure (whether it's tied only to performance or also to other metrics)• Risk management (the checks and balances on decision-making)• Policies and procedures for reconciling conflicts of interest (how the company approaches business decisions that might conflict with its mission statement)• The members of the board of directors (their stake in profits or conflicting interests)• Contractual and social obligations (how a company approaches issues such as climate change)• Relationships with vendors• Complaints received from shareholders, employees, and community members, and how they were addressed• Audits (the frequency of internal and external audits and how any issues that those audits raised have been handled)c. Discuss the real example of corporate governance



	Exercise (5 minutes) – One Minute Paper
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://www.investopedia.com/terms/c/corporategovernance.asp3. Homework Explain a real example of corporate governance in your words. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the 4 Ps of Corporate Governance? Why is Corporate Governance Important? What are the Basic Principles of Corporate Governance?2. Conduct Discussion. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 46	Course Name: Principles of Management Topic: Creativity and Innovation	Course No.: BBAMJ-101
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Objectives	At the end of the lesson the students shall be able to: <ol style="list-style-type: none"> a. Explain the concept of creativity b. Describe the characteristics of creativity c. Identify the major elements of creativity d. Interpret the significance of creativity
Teaching Aids (if any)	<ol style="list-style-type: none"> a. Power Point Presentation b. Examples
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (05 minutes) <ul style="list-style-type: none"> - Ask questions What do you mean by creativity? Why creativity is significant for the organizational success? - Talk about creativity and its significance. 2. Development (30 minutes) <ol style="list-style-type: none"> a. Explain the concept of creativity b. Describe the characteristics of creativity <ul style="list-style-type: none"> • Imaginative • Purposeful • Original • Valuable • Ability c. Identify the major elements of creativity <ul style="list-style-type: none"> • Knowledge • Motivation • Passionate • Self-discipline d. Interpret the significance of creativity <ul style="list-style-type: none"> • Foster innovation • Leads to Higher Overall Success • Encourages People to Think • Helps Transcend Boundaries • Helps Increase Productivity • Help Exploit Employee Potential • Development of Creativity • Increased Revenue • Greater Market Share <p>Exercise (5 minutes) – Think-Pair-Share</p>



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://nios.ac.in/media/documents/249_Enterpreneurship/English_pdf/249_Enterpreneurship_Lesson_4.pdf3. Homework Write a note on the relevance of creativity in the current technically advanced business world. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the 4 major elements of creativity? “Creativity is the mother of innovation”. Explain this statement in your words? What is the nature of creativity?2. Conduct Discussion. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 47	Course Name: Principles of Management Topic: Creativity and Innovation	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the concept of innovation b. Describe the types of innovation c. Identify the differences between creativity and innovation d. Interpret the methods to enhance creativity
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by innovation? How innovation is different from creativity? - Talk about innovation and list down the differences between innovation and creativity. 2. Development (30 minutes) a. Explain the concept of innovation b. Describe the types of innovation c. Identify the differences between creativity and innovation <ul style="list-style-type: none">• The quality of thinking new ideas and putting them into reality is creativity. The act of executing the creative ideas into practice is innovation.• Creativity is an imaginative process as opposed to innovation is a productive process.• Creativity can never be measured, but Innovation can be measured.• Creativity is related to the generation of ideas which are new and unique. Conversely, Innovation is related to introduce something better into the market.• Creativity does not require money. On the other hand, innovation requires money.• There is no risk involved in creativity, whereas the risk is always attached to innovation. d. Interpret the methods to enhance creativity <ul style="list-style-type: none">• Commit yourself to creativity• Become an expert• Reward your curiosity• Take risks• Build confidence



	<ul style="list-style-type: none">• Make time for creativity• Overcome a negative attitude• Fight fear of failure• Brainstorm new ideas• Explore multiple solutions• Keep a creativity journal• Use mind maps and flow charts• Challenge yourself• Look for inspiration <p>Exercise (5 minutes) – Quiz</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://dtnbwed.cbwe.gov.in/images/upload/Creativity-and-Innovation_YYB3.pdf3. Homework Write a note on innovation and its significance in your words. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What are the major types of innovation? How innovation is beneficial for organisational growth? What measures can be taken to enhance innovation levels in small scale organisations?2. Conduct Discussion. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 48	Course Name: Principles of Management Topic: Theory of Constraints	Course No.: BCMMI 206A
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Objectives	At the end of the lesson the students shall be able to: a. Explain the concept of Theory of Constraints b. Describe the benefits of Theory of Constraints c. Discuss the steps in Theory of Constraints d. Interpret the thinking processes in Theory of constraints
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	<ol style="list-style-type: none">1. Introduction (05 minutes)<ul style="list-style-type: none">- Ask questions What do you mean by constraints? What is the role of theory of constraints in an organization?- Talk about constraints and theory of constraints.2. Development (30 minutes)<ol style="list-style-type: none">a. Explain the concept of Theory of Constraintsb. Describe the benefits of Theory of Constraints<ul style="list-style-type: none">• The concept of a constraint makes it easier to find what is slowing the advancement of the whole company.• Constraints focus improvements on where they can have the most impact on profit.• TOC provides a structure for continuing improvements.• The holistic view of the company and the continuous search for constraints gives you better control over your process, so that you can anticipate backups.• TOC exposes additional capacity without further investment. In other words, TOC forces you to use what you already have, instead of immediately spending money for things such as new equipment or bigger facilities.c. Discuss the steps of Theory of Constraints<ul style="list-style-type: none">• Identify the First System Constraint• Exploit the Constraint• Subordinate Everything to the Constraint• Elevate the Constraint• Avoid Inertiad. Interpret the thinking processes in Theory of Constraints



	Exercise (5 minutes) – Summarising
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading: https://www.smartsheet.com/all-about-theory-of-constraints3. Homework What is your understanding about theory of constraints? Write a short note on it. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions What do you understand by the term “inertia”? How does TOC provide a structure for continuing improvements? What is the significance of TOC in the achievement of organisational goals?2. Conduct Discussion. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>