

QUICK DRILL · CBSE CLASS 12

# Principles of Management

Business Studies · Chapter 2 · 15 MCQs · 20 minutes · PYQ-tagged with time budgets

DATE	TOTAL MARKS	DURATION	MARKING	TARGET
_____	15	20 min	+1/0	≥ 12/15

**OBJECTIVES**

Reinforce the four core topics of Principles of Management via 15 PYQ-derived MCQs. Identify weak sub-topics via concept-node IDs (see answer key). Build per-question time budget habit.

**INSTRUCTIONS**

Attempt all 15. Time budget shown per Q (use it as pacing guide). Mark answers (A/B/C/D) in the margin. Answer key + explanations on the last page. **Don't peek — score yourself honestly.**

**SECTION · QUICK DRILL**

Q 1-15 · 20 MIN

**Q1.** Fayol's 14 principles were published in his 1916 book titled:

- (A) The Principles of Scientific Management
- (C) Practice of Management

PYQ 2018 · Delhi · 1m · ⌚ 30s

- (B) Administration Industrielle et Générale
- (D) General and Industrial Management (English translation)

**Q2.** Which of these is NOT one of Fayol's 14 principles?

- (A) Unity of Command
- (C) Functional Foremanship

PYQ 2019 · All India · 1m · ⌚ 45s

- (B) Esprit de Corps
- (D) Equity

**Q3.** The exception to strict scalar chain proposed by Fayol himself is called:

- (A) Functional foremanship
- (C) Span of control

PYQ 2020 · Delhi · 1m · ⌚ 30s

- (B) Gang plank
- (D) Centralisation

**Q4.** Taylor's principle 'Science, not Rule of Thumb' means:

- (A) Use any method that works
- (C) Follow established traditions strictly

PYQ 2021 · Standard · 1m · ⌚ 30s

- (B) Replace ad-hoc methods with scientifically derived ones
- (D) Each worker chooses their own method

**Q5.** Functional foremanship proposes that one worker should report to:

- (A) One foreman
- (C) Three foremen

PYQ 2017 · Delhi · 1m · ⌚ 45s

- (B) Eight foremen — 4 in office + 4 on floor
- (D) The CEO directly

**Q6.** Mental Revolution requires change of attitude in:

- (A) Workers only
- (C) BOTH workers AND management

PYQ 2022 · Delhi · 1m · ⌚ 30s

- (B) Managers only
- (D) Customers

**Q7.** Equity (Fayol Principle 11) means treating employees with:

- (A) Identical treatment for all
- (C) Strict obedience to rules

PYQ 2019 · Delhi · 1m · ⌚ 30s

- (B) Kindness and justice adapted to circumstance
- (D) Capital ratio sharing

**Q8.** Subordination of Individual Interest means:

- (A) Individual gets priority
- (C) Both should be ignored

PYQ 2020 · Outside Delhi · 1m · ⌚ 30s

- (B) Individual interest yields to common interest when they conflict
- (D) Workers control management

**Q9.** Differential Wage System rewards:

- (A) All workers equally
- (B) Workers based on seniority only
- (C) Workers based on output relative to standard
- (D) Workers based on union membership

PYQ 2018 · All India · 1m · 30s

**Q10.** Fayol's Unity of Command and Taylor's Functional Foremanship are:

- (A) The same thing
- (B) Complementary concepts
- (C) Directly contradictory
- (D) Both about wages

PYQ 2023 · Standard · 1m · 45s

**Q11.** Method Study identifies:

- (A) The best way to do a job
- (B) Wasteful motions to eliminate
- (C) Standard time for a task
- (D) Worker discipline

PYQ 2017 · All India · 1m · 45s

**Q12.** Order (Fayol Principle 10) means:

- (A) Strict obedience to commands
- (B) A place for everything + everything in its place (material + social order)
- (C) Hierarchical communication
- (D) Wage payment order

PYQ 2018 · Delhi · 1m · 30s

**Q13.** If workers report to multiple bosses giving conflicting orders, the violated Fayol principle is:

- (A) Unity of Direction
- (B) Unity of Command
- (C) Scalar Chain
- (D) Authority and Responsibility

PYQ 2022 · Standard · 1m · 45s

**Q14.** Stability of Tenure of Personnel emphasises:

- (A) Frequent rotation of workers
- (B) Avoiding capricious dismissals, giving time to perform
- (C) Permanent lifetime employment
- (D) Equal salaries

PYQ 2019 · Standard · 1m · 30s

**Q15.** Bethlehem Steel pig-iron experiment showed productivity rose from ~12.5 to:

- (A) ~25 tons/worker/day
- (B) ~30 tons/worker/day
- (C) ~47.5 tons/worker/day
- (D) ~100 tons/worker/day

PYQ 2021 · Standard Set 2 · 1m · 45s

## ANSWER KEY & EXPLANATIONS

Q 1-15 · MARK YOUR SCORE

**Q1. Answer: B**

Original French title: 'Administration Industrielle et Générale' (1916). English translation 'General and Industrial Management' came later. Both answer options describe the same book.

**Q2. Answer: C**

Functional Foremanship is Taylor's technique, NOT Fayol's principle. Fayol's Unity of Command CONTRADICTS Functional Foremanship — testing student awareness of this distinction.

**Q3. Answer: B**

Gang plank allows direct communication between two peers at the same hierarchy level, with prior superior approval, for URGENT matters.

**Q4. Answer: B**

Replace traditional 'this is how we've always done it' with measured, scientifically-determined one-best-way methods.

**Q5. Answer: B**

Taylor's functional foremanship: 4 in planning office (Route Clerk, Instruction Card Clerk, Time-and-Cost Clerk, Discipline Clerk) + 4 on floor (Gang Boss, Speed Boss, Repair Boss, Inspector).

**Q6. Answer: C**

Mental Revolution is mutual — both sides must move from adversarial to cooperative thinking. Without both, scientific management produces only short-term gains.

**Q7. Answer: B**

Equity = kindness + justice, fairness adapted to individual circumstances. NOT identical treatment (which would be 'equality').

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**Q8. Answer: B**

When individual and common interests conflict, the common (firm's) interest takes priority. Managers must ensure interests are aligned through compensation and recognition.

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**Q9. Answer: C**

Higher rate for those meeting/exceeding standard; lower for those below. Creates incentive to adopt scientific methods.

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**Q10. Answer: C**

Unity of Command = ONE boss per worker. Functional Foremanship = EIGHT specialised bosses per worker. The contradiction is the most-tested 3-mark distinguish question.

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**Q11. Answer: A**

Method Study = find the best WAY (the one best method). Motion Study eliminates wasteful motions. Time Study sets standard time. All three are related but distinct.

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**Q12. Answer: B**

Material order: tools, materials in proper place. Social order: each employee in the right job. 5S system (Lean) descends from this.

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**Q13. Answer: B**

Unity of Command = one boss per worker. Multiple bosses with conflicting orders directly violates this principle. (Note: NOT Unity of Direction which is about one plan per activity group.)

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**Q14. Answer: B**

Frequent turnover is costly. Stable tenure means time to settle and perform — NOT lifetime employment, but avoiding arbitrary terminations.

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**Q15. Answer: C**

Taylor's scientific method at Bethlehem Steel produced ~280% productivity gain — from ~12.5 to ~47.5 tons per worker per day.