**Management Theory and Practice**

**NMIMS Centre for Distance and Online Education (NCDOE)**

**Internal Assignment Applicable for June 2025 Examination**

**Q1. A software company is facing internal conflicts and a lack of clarity regarding its goals. Departments operate in silos, and employees are unclear about their roles and responsibilities. The CEO is concerned about the declining performance and wants to address these issues using Weisbord’s Six-Box Model. How can the CEO apply the Six-Box Model to identify the root causes of the problems and develop solutions to improve organizational effectiveness?**

**Answer:**

**Introduction:**

In today’s fast-paced business environment, software companies must operate with clarity, collaboration, and a strong organizational structure to remain competitive. However, when internal conflicts emerge, roles become unclear, and departments operate in isolation, performance suffers significantly. The CEO of this software company is rightly concerned about the visible decline in performance, the lack of alignment among teams, and the general confusion about responsibilities. To resolve these challenges and enhance overall effectiveness, the CEO can turn to a structured diagnostic tool such as Weisbord’s Six-Box Model.

Developed by organizational theorist Marvin Weisbord, this model offers a holistic framework to assess internal issues in an organization by examining six key areas: Purpose, Structure, Relationships, Rewards, Leadership, and Helpful Mechanisms. By systematically evaluating each of these “boxes,” the CEO can identify root causes of dysfunction, understand inter-departmental issues, and create a roadmap for improvement. The model is especially effective for organizations facing structural and communication problems, as it encourages a comprehensive and participatory approach to problem-solving. In this context, the Six-Box Model can guide the CEO to foster better collaboration, define clearer roles, align teams with organizational goals, and ultimately restore the company’s performance and employee morale.

**Concepts and Application:**

**NMIMS June 2025 Assignments Available!**

✅ **Generic/Sample Solutions - Only ₹150 per subject**

**These are sample solutions where you will have to change approximately 30–40% of the content to make it your own.**

**✅ Unique/Customized Solutions – Only ₹500 per subject**

**Ready-to-upload assignments are 100% original and prepared to be submitted directly.**

**Email (Inquiries and Orders): smu.assignment@gmail.com**

**WhatsApp / Call (Seeking immediate help): +919741410271**

**Our website:** [**www.mbaassignmentsolutions.com**](www.mbaassignmentsolutions.com)

**Q2. Rekha, juggling online classes, a part-time job, and family responsibilities, felt overwhelmed. Her grades were slipping, work performance was suffering, and even family time felt chaotic. Meanwhile, her brother Rohan, a budding entrepreneur, struggled with his new venture. He had a great product but lacked organization, leading to missed deadlines and confused clients. Both Rekha and Rohan’s situations highlight a core issue: the lack of effective management. Considering the above two commonly observed scenarios, analyze the importance of management as a continuous and universal activity in both personal and professional contexts.**

**Answer:**

**Introduction:**

In our daily lives, we all play many roles—students, employees, family members, business owners—and each role comes with its own responsibilities and challenges. Often, when life feels chaotic or things don’t go as planned, the underlying reason is not just the workload or pressure but the absence of proper management. Management is not limited to office work or business activities; it is a vital life skill that affects how we plan, organize, and execute tasks in all areas of life. The stories of Rekha and Rohan clearly illustrate this point.

Rekha is trying to balance her online studies, a part-time job, and family duties, but she feels stressed and is falling behind in everything. Rohan, on the other hand, has a promising business idea but is unable to satisfy clients because of poor planning and execution. In both cases, the lack of effective management has caused problems, even though their situations are very different. These examples show that management is not just for managers or business people. It is a continuous activity that is essential for everyone, whether in personal or professional life. By understanding and applying basic management principles, Rekha and Rohan could regain control and improve their performance and well-being.

**Concepts and Application:**

**NMIMS June 2025 Assignments Available!**

✅ **Generic/Sample Solutions - Only ₹150 per subject**

**These are sample solutions where you will have to change approximately 30–40% of the content to make it your own.**

**✅ Unique/Customized Solutions – Only ₹500 per subject**

**Ready-to-upload assignments are 100% original and prepared to be submitted directly.**

**Email (Inquiries and Orders): smu.assignment@gmail.com**

**WhatsApp / Call (Seeking immediate help): +919741410271**

**Our website:** [**www.mbaassignmentsolutions.com**](www.mbaassignmentsolutions.com)

**Q3 (A) Describe the progression of management thought, from early focuses on efficiency and structure to later emphasis on human relations and systems thinking. Explain how these historical management theories continue to influence contemporary organizational practices, including leadership styles, organizational design, and approaches to problem-solving in today’s dynamic business environment.**

**Answer:**

**Introduction:**

Management thought has evolved significantly over the years, from early theories focused on efficiency and structure to later ideas that emphasized human relations and systems thinking. The shift in focus reflects changes in society, technology, and the way organizations interact with their environments. Early management theories primarily sought to optimize productivity, while later developments acknowledged the importance of employee well-being, collaboration, and adaptability. These historical theories still influence contemporary practices today, shaping leadership styles, organizational design, and approaches to problem-solving in dynamic business environments. Understanding this progression helps us appreciate modern management techniques.

**Concepts and Application:**

**NMIMS June 2025 Assignments Available!**

✅ **Generic/Sample Solutions - Only ₹150 per subject**

**These are sample solutions where you will have to change approximately 30–40% of the content to make it your own.**

**✅ Unique/Customized Solutions – Only ₹500 per subject**

**Ready-to-upload assignments are 100% original and prepared to be submitted directly.**

**Email (Inquiries and Orders): smu.assignment@gmail.com**

**WhatsApp / Call (Seeking immediate help): +919741410271**

**Our website:** [**www.mbaassignmentsolutions.com**](www.mbaassignmentsolutions.com)

**Q3 (B) Analyze the importance of management as a profession in modern organizations. Support your answer with real-life example(s) or case(s) as applicable.**

**Answer:**

**Introduction:**

In today's fast-paced and competitive business environment, management is considered a vital profession for the success of any organization. It involves the efficient and effective coordination of resources to achieve organizational goals. As organizations face increasing complexity, global competition, and changing market dynamics, the need for skilled management professionals has never been more critical. The role of management extends beyond traditional leadership tasks, encompassing strategic decision-making, people management, and process optimization. This profession is essential for guiding organizations through challenges, fostering growth, and ensuring long-term sustainability.

**Concepts and Application:**

**NMIMS June 2025 Assignments Available!**

✅ **Generic/Sample Solutions - Only ₹150 per subject**

**These are sample solutions where you will have to change approximately 30–40% of the content to make it your own.**

**✅ Unique/Customized Solutions – Only ₹500 per subject**

**Ready-to-upload assignments are 100% original and prepared to be submitted directly.**

**Email (Inquiries and Orders): smu.assignment@gmail.com**

**WhatsApp / Call (Seeking immediate help): +919741410271**

**Our website:** [**www.mbaassignmentsolutions.com**](www.mbaassignmentsolutions.com)