



INDIAN INSTITUTE OF MATERIALS MANAGEMENT
Post Graduate Diploma in Materials Management
Graduate Diploma in Materials Management

Dec 2016

PAPER No. 1

MANAGEMENT PRINCIPLES AND HUMAN RESOURCE PRACTICES

Date :10.12.2016

Max. Marks :100

Time : 2.00 to 5.00 p.m

Duration : 3 Hrs.

Instructions :

1. From Part A – answer all questions (compulsory). Each sub questions carries 1 mark **Total : 32 Marks**
2. From Part B – Answer any 3 questions out of 5 questions. Each question carries 16 marks. **Total : 48 Marks**
3. Part C is a case study (compulsory) with questions. Read the case study carefully and answer the questions **Total: 20 Marks**
4. Please read the instructions given in the answer sheet

PART A

32 marks

(compulsory)

Q.1 Please state whether the following statements are “True” or “False”. (1 Mark each) [Total : 8 Marks]

1. Informal Organizations are consciously designed with clear role definition.
2. Planning starts at the bottom and cascades up the organization.
3. Simplicity is one of the merits of Line Organisation.
4. Job Analysis help in Job Re engineering.
5. Policies are formulated by Top Management
6. “Central Railway’ is an example of Centralization types of departmentation. .
7. Responsibility is delegated with Authority .
8. Educational Qualification indicates and determinates knowledge and skills.

Q 2. Fill in the blanks . (1 Mark each)

[Total : 8 Marks]

1. _____Decision making is a process of problem solving in a scientific and objective manner.
2. Transfer is a change in Job Assignment may involve status quo/Promotion or _____
3. Procedure is a series of steps taken to accomplish a _____.
4. All Management activities start with _____
5. Principle of _____ is applied while forming department.
6. According to Payment of Gratuity Act 1948, gratuity is payable by Employer after completion of _____ years of service.
7. Delegation of authority take place between _____ and _____.
8. Control is checking of _____performance against predetermined standards..

Q 3. Match the following and rewrite (1 Mark each)**[Total : 8 Marks]**

	Column A		Column B
1	MBO	A	Advise
2	Change Agent	B	Maslow
3	Staff Function	C	F.W. Taylor
4	Self Actualisation	D	Mc Gregor
5	Scientific Management	E	Do
6	X & Y Theory	F	Alternatives
7	Line Function	G	Manager
8	Decision Making	H	Peter Drucker

Q 4. Expand the following (1 Mark each)**[Total : 8 Marks]**

- a) GST b) ILO c) NGO d) PPF
e) LQI f) ESIA g) WTO h) BPR

PART B**Answer any 3 questions****(3 x16 = 48 Marks)**

Q 5.a) How will you motivate your Boss ?

b) Delegation is a must for a Manager. How you will ensure successful delegation ?

Q 6. a) To attract good professional candidates, prepare a recruitment Advertisement for your organization for the position of Purchase Head.

b) 'Not Planning, is planning to fail' Explain its importance and steps.

Q 7. a) Design a Performance Appraisal System for Purchase Department

b) Is Management Science or Art ?

Q 8. a) What is CSR ? Suggest activities which can be under taken by your Organisation.

b) Which is most effective Leadership style ? Why ?

Q9 . Write short notes any FOUR.

- a) Factory Act 1948
b) Effective Communication
c) Training Methods
d) Non Financial Incentives
e) Strategic HR Planning
f) MBO

PART C - Compulsory

Q 10. Case Study

20 marks

Mr Karamchand is MD of Bright Chemicals Ltd, having turnover of Rs 500 crores. However due to his old age he would like to hand over business responsibilities to his son Akshay kumar, a foreign returned technocrat. Akshay kumar is not happy with the old staff and their unprofessional ways of working style, . He wants to modernize and make a vibrant professional organization. He has initiated certain steps but does not find much response from staff. You are retained as HR Expert by Akshay kumar to bring his dream project into reality.

Global Chemical has offered to buy Bright Chemicals Ltd for Rs 900 crores.

Q 1. How you will bring change in attitude of the present staff ?

Q 2 What are various options available to deal with old staff

Q 3 What is your action plan to bring professionalization in the Company ?

Q.4 .What is your advice to Akshay kumar on the Global Chemicals offer to buy its business.
