



INDIAN INSTITUTE OF MATERIALS MANAGEMENT
Post Graduate Diploma in Logistics & SCM
Post Graduate Diploma in Materials Management - 2 years

Dec 2023

PAPER No. 1 (ONLINE EXAM)
 (enrollment code –PMM,PSM, CMM,CSM)
MANAGEMENT PRINCIPLES AND HUMAN RESOURCE MANAGEMENT

Date : 09.12.2023
Time : 2.00 to 5.00 p.m

Max. Marks : 70
Duration : 3 Hrs.

Instructions :

1. From Part A – answer all questions (compulsory). Each sub questions carries 1 mark
2. From Part B – Answer any 3 questions out of 5 questions. Each question carries 10 marks.
3. Part C is a case study (compulsory) with questions. Read the case study carefully and answer the questions
4. Please read the instructions given in the answer sheet

Total : 20 Marks
Total : 30 Marks
Total: 20 Marks

PART A Total 20 marks

(Compulsory .Each sub question carries 1 mark)

Q 1. Please state whether the following statements are True or False (5Marks)

1. Management is purposeful and is directed towards the achievement of certain economic and non-economic goals.
2. Tactical decisions are managerial decisions and are highly non-repetitive.
3. Employee’s productivity is average when the job requirements are matched with their personality traits.
4. Job satisfaction help preventing organizational politics.
5. Mentoring involves one to one coaching for longer period.

Q 2. Fill in the blanks. (5 Marks)

1. Rise in the number of accidents at the factory level indicate _____ staff morale
2. _____ Conflict occurs when individual realize that their expected roles are different from actual roles.
3. _____ is conscious and unconscious postures through which attitudes and emotions are expressed.
4. Behavioral component is one of the elements of _____
5. Job Rotation is one of the methods of _____

Q 3. Match the following and rewrite (5 Marks)

	A		B
1.	Scalar principal	a.	Intrinsic, Extrinsic Factor
2.	Herzberg	b.	Development of employees
3.	HRM	c.	Organizational information
4.	Recruitment	d.	Line of authority
5.	Induction	e.	Screening

Q 4. Expand the following (5 Marks)

- a) PPF b)IFPSM c)HRIS d) ESOPs e) NGO

PART B

(3 x 10 = 30 Marks)

Answer any 3 questions, Each question carry 10 marks

- Q 5.a)** Is Management Art or Science? **(5 marks)**
b) How the organizational goals will be attained through effective directing?**(5 marks)**
- Q 6.a)** To induce desired behavior, change of attitude is necessary. How you will bring change in attitude?
(5 marks)
b) What measures you will take to build staff morale?
(5 marks)
- Q 7. a)**What are merits and demerits of Maslow's Theory of Needs? **(5 marks)**
b)How the leaders are different from Managers?
(5 marks)
- Q 8. a)**What are different methods of training? **(5 marks)**
b)What are different Performance Appraisal Methods? Which one you will select?**(5 marks)**
- Q 9. White short notes on any Two.(2x 5 = 10 marks)**
a) 5 S **b)** Sources of Recruitment.
c) Quality Circle. **d)** Job Description & Job Specification

PART C

[20 Marks]

Q. 10. Case Study (Compulsory)

FBM is a Bangalore based fast growing company on excellent profit track. The company is engaged in gaming industry. The backbone of the company is technology and creativity. The company offers catalogue and platform of video games being played around by lacs of users in many part of the world. The company does not believe in the process of socialization of a new member or employee in the organization.

FBM does not believe in formally introducing the new employees. The policy of the company is silent on orientation, guiding of new employees on joining. The company is focused on creativeness and self-motivation. While selecting the candidate company specifically stress the above characteristics.

The HR Policy adopted by company is to offer new employees a Handbook of FBM giving them gist of value system adopted by the company on the day of joining. Company does not provide any training to new recruits. The company says it follows open collaborative environment policy where employees take lead and focus on creativity and customer centric approach. It facilitates employees to select their own tasks and join project team of their choice.

Questions:

- Q 1. What is the policy of company towards Induction of new employees?
Q 2. Do you agree with views of the company? Why?
Q 3. Design New Induction policy for the company. What new information you will like to add?
Q 4. Prepare policy to attract new talent and retain it?
