



INDIAN INSTITUTE OF MATERIALS MANAGEMENT
Post Graduate Diploma in Materials Management- (3 years)
Graduate Diploma in Materials Management

July 2019

PAPER No. 1

MANAGEMENT PRINCIPLES AND HUMAN RESOURCES PRACTICES

Date : 20.07.2019

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

Total 32 marks

(Compulsory . Each sub question carries 1 mark)

Q 1 Please state whether the following statements are” True “or “False”

- 1.1. Leonard Styles identified Four General Categories of Groups.
- 1.2. An Employment Test Involves a conversation between a Job Applicant and Representative of the Employee Organisation.
- 1.3. Innovation is finding a better and superior way to do something.
- 1.4. Newspaper Ads is an Indirect Method of Recruitment.
- 1.5. Television is a direct Method of Recruitment.
- 1.6. An Interpersonally competent Manager is not able to engage in any mutually helped relationship.
- 1.7. There are three interpersonal needs according to schutz.
- 1.8. Standing order' refer to the rules and Regulations which govern the conditions of employment of Workers.

Q 2 Fill in the blanks

- 1.1 Employee Assessments conducted by Colleagues in the immediate working Environment is called _____ Appraisal.
- 1.2. _____ refers to the ability of an Organization to retain its Employees.
- 1.3. _____ is recognized as the Father of Scientific Management Theory.
- 1.4. The expectancy theory of Motivation was put forward by _____
- 1.5. _____ Ratios indicate the number of leads/ contacts to generate a given

number of Hires at a point at time.

- 1.6. _____ is the process of picking individuals who have relevant qualifications to fill Jobs in an organization.
- 1.7. _____ is the counterpart of strike.
- 1.8. _____ is a planned introduction of Employees to their Jobs ,their Co-workers and the Organization per se.

Q3. Expand the Following

- 1) NIPM 2) TAT 3) GQM 4) RDM
5) LQI 6) SMT 7) JMC 8)NGO

Q4. Match the Following and rewrite

	Column A		Column B
1	McClelland	A	Theory of Motivation
2	Hertzberg	B	ERG Theory
3	Alderfer	C	Hygiene
4	The workmen's Compensation Act	D	1947
5	Industrial Dispute Act	E	1923
6	Employer's Liability Act	F	1974
7	Prevention of Pollution Control	G	1938
8	Minimum Wages Act	H	1948

PART B

Answer any 3 questions, Each Question carry 16 marks

(3 x16 = 48 Marks)

Q5. A) Distinguish between Management Vs Administration?

B) Difference between Programmed Decision and Non-Programmed Decision'?

Q6 A) What are the characteristics of a formal Organization ?

B) Explain Feedback Control and Feed Forward Control.

Q7. A) Discuss Maslow's Theory of Hierarchy of Needs.

B) Write a note on Formal Groups.

Q8. A) Explain Trait theory of Leadership.

B) Compare Verbal Communication Vs Written Methods of Communication?

Q9. Write short notes on any FOUR(04) of the following.

- A) Innovative Approach
- B) Nature/Characteristics of Planning.
- C) 7-S Framework for Organizational Success.
- D) MBO(Management by Objective)
- E) Intellectual leadership

PART C

Q. 10. Case Study (Compulsory)

20 Marks

"Industrial sickness may arise due to multitude of reasons. The effects, however are the same e.g. financial hardships, unemployment of labour engaged in the industrial units falling sick and wastage of national resources".

Questions :

- 1) With Reference to the Statement given above Critically evaluate the factors listed for Industrial Sickness.
- 2) Briefly explain the measures to tackle industrial sickness
- 3) Explain briefly Industrial Sickness in your own words.
- 4) In your opinion which organizational Suffered/ Suffering from Industrial Sickness?
