



ICM

JUNE 2016

MANAGEMENT THEORY & PRACTICE

Instructions to candidates:

- a) Time allowed: Three hours (plus an extra ten minutes' reading time at the start – do not write anything during this time)
 - b) Answer any FIVE questions
 - c) All questions carry equal marks. Marks for each question are shown in []
-
1.
 - a) Briefly define the term **management**. [6]
 - b) Identify Fayol's Principles of Management. [14]
 2. 'Money is not considered to be a motivating factor to work.'
 - a) Consider this statement and identify the most important motivating factors to work. [8]
 - b) Making due reference to at least ONE theory on motivation, describe how other factors motivate people at work. [12]
 3. Leading theorists on motivation refer to the needs of individuals. Making due reference to at least TWO of the relevant theorists, evaluate:
 - a) what these needs are [8]
 - b) how these needs might be grouped [12]
 4.
 - a) Examine how Management By Objectives (MBO) can contribute to planning of work. [10]
 - b) Explain the benefits for employees of using MBO as part of a performance appraisal procedure. [10]
 5. Evaluate the most appropriate type of production that would be employed for the following:
 - a) Shipbuilding
 - b) A range of designer handbags
 - c) Stainless steel manufacture
 - d) 5G portable devices [5 each]
 6. One of the responsibilities of management is the setting of corporate strategy and objectives of organisations. Examine how this directly influences Human Resource Planning. [20]
 7.
 - a) Briefly describe the **product life cycle**. [8]
 - b) With the aid of suitable examples and diagrams, explain the significance of the product life cycle to the production of digital radios. [12]
 8. Using suitable examples to illustrate your answer, evaluate:
 - a) the effectiveness of time management for managers [10]
 - b) the main benefits of time management to employees of an organisation [10]