



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]