

PRIFYSGOL CYMRU

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UNIVERSITY OF WALES

Trinity Saint David

Examination Answer Book

8 Pages

Instructions to candidates

1. Please give the information requested in the boxes below.
2. Enter your name in the space provided to the right and seal to hide your name.
3. The answers must be **legibly** written. The Examiners can either ignore illegible script or have it typed and the expense of typing charged to the candidate.
4. Write your answers in ink.
5. Begin each answer on a fresh page. Do all rough work in the answer book and cross it through.
6. No part of this book is to be torn out; it must be handed in complete.
7. If more books than one are used, fasten them together using the tags available from the invigilator(s).
8. **Every book must be handed in. In no circumstances may answer books, used or unused, be taken out of the examination venue.**

1	Student Number	P144280
2	Title of Examination Paper	engineering management + laws
3	Module Code	mbx60443
4	Date and Time of Examination	24/3/17
5	Examination Venue	Swansea
6	Seat Number	

7	Number of Answer Books handed in	
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List the numbers of the questions you have attempted	Office Use
1	40 ✓
3	60 ✓
4	50 ✓
	157/300
Total	155 = 52%

—

Complete
section,
remove
strip, fold as
indicated
and SEAL

Please complete this section and SEAL before the examination starts.

Surname

Nobes

(Block Capitals) Forename(s)

Sez

3b) money as a motivator

The basic requirement for survival are needs such as food and shelter. These are always free, to be able to purchase these items then employment is required. So the motivation to find employment would be quite high. Having been in a position where a lack of money was affecting my basic needs, (although not to the extreme of hitting rock bottom survival) my motivation to increase my income gave me the sense to for progression and promotion for a salary increase. ~~Any~~ other creas ~~of~~ and benefits did not affect me such as having to go away for weeks at a time. Eventually the need for money became less of a concern and other factors started to come into play such as the types of jobs and tasks I was carrying out. What I had experienced was a change of extrinsic reward ~~and motivation~~ where the reward was that of being able to live to intrinsic reward where my happiness and well being became more of a factor.

money as a motivator depends on the person, do they see money as the only reward to complete a task, or is there other rewards that motivates them?

OK - looks an evaluation aspect.

Good 2.1.

16

30

67

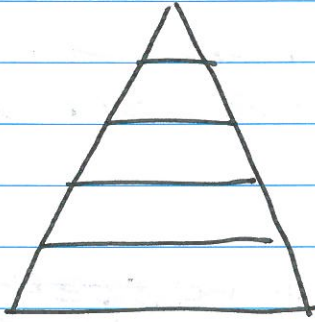
100

Name: Steve Nokes

	February	March	April	May	June	
<u>Incomings</u>						
Sales	30,000	65,000	120,000	180,000	200,000	x
~~in the bank~~	~~100,000~~					
Total	~~130,000~~ 30,000	65,000	120,000	180,000	200,000	
<u>Outgoings</u>						
Materials	17,500 x	27,750 ✓	48,000 x	75,000 x	90,000 x	
Direct labour	~~10,000~~	~~15,000~~	~~15,000~~			
		10,000	15,000	30,000	40,000	x
Var. able overheads			5,000	7,500	15,000	x
Fixed overheads		2000?	6000?	10000 ✓	10000 ✓	
Total	17,500	39,750	74,000	122,500	155,000	
Carried over	0	12,500	37,750	83,750	141,250	
balance	12,500	37,750	83,750	141,250	186,250	ok

20
80

3) a) Maslow's hierarchy of needs pyramid!



Self actualization ✓

Esteem ✓

Love and belonging ✓

Safety ✓

Physiological ✓

Maslow hierarchy of needs works from the lower levels up to the top level. with only having ~~any~~ progression from one level to next when all the needs to that level are satisfied. ✓

Breaking the hierarchy down into subcategories, ~~safety~~ Physiological and safety needs are basic needs, Love + belonging and Esteem are psychological needs, and Self actualization are Self Fulfillment needs. ✓

Physiological needs are requirements such as ~~for~~ Food, water, air, clothing, sleep, the basic requirements for survival. ✓

Safety requirements are things such as security of yourself, property, family, resources, and employment. ✓

Love + Belonging are needs that cover
friendship, family and intimacy

Esteem covers needs such as self
esteem, achievements, respect from others
and to other people

Self actualization ~~covers~~ are ~~not necessary~~
necessary needs but cover things
such as ~~that~~ traits such as lack of
prudence, acceptance of facts

when one level of needs are fulfilled
then people can move up to the next
level, and start fulfilling the needs there.
everyone has the potential to reach
self actualization, but Maslow suggests
only 1 in 100 reach that level.

~~The~~ a person can go down as well
as up the steps depending on circumstances.
for example a person could be in a
well paid job that has ~~even~~ disposable
income that enables them to ~~eat~~
carry out on expenses hobby. If they
~~the~~ were to ~~lose~~ lose their employment
and income, they may not be able
to fulfill the ~~base~~

basic requirements for survival and
not provide food or shelter for themselves.

Good answer - got business
fully and gives an example
(if possible)

28
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3C) ~~state~~ McClelland's Theory of needs.

McClelland suggests there are three
types of needs:-

Need of achievement	(N. Ach)
Need of affiliation	(N. Aff)
Need of power	(N. Pow)

People will ~~fall~~ fall into one of
the category's although ~~some~~ some
of the needs may be a slight
influence.

Need of achievement - ~~People with a high~~
~~Arch look at achievement~~

People that are N. Arch consider achievement
in three ways. If a goal or target
is easy then this is a low achievement and
it is considered not worth doing ~~as the~~
~~as~~ if a ~~objective~~ objective is too hard and
not achievable then N. Arch people
would not attempt it. A medium
achievement would be the ideal objective
where it is possible to complete but
with a degree of difficulty involved.

people with a need of affiliation like to be in groups of like minded people with possibly the same objectives, these people make good team players.

People with the need for power come in two categories, personal power and institutional power.

People with personal power are only interested in controlling ~~the~~ other people for self gains only. people with institutional power have the requirements of the organisation in mind and make for good Managers.

For a technician at QinetiQ someone with a high need of affiliation with ~~at~~ a need of achievement would ~~be~~ be a good choice. Most technicians work in a small group with similar tasks that as a group complete.

Some tasks require only one person to complete, so a need of achievement would be ideal too as the drive to complete objectives would be there.

OU. Essay Decent
coverage of the theory,
evaluative but perhaps
lacking insight into
the implications of the
theory.

23
30

4a roles of manager include:-

organising ✓
Target Setting ✓
budget + resource allocation ✓
discipline and control ✓
Performance Monitoring ✓
Information dissemination ✓

roles of a Leader would cover:-

Innovator ✓
Visionary ✓
Figurehead ✓
give guidance ✓
Coaching and Mentoring ✓

A Manager is only interested in the here+now, making sure targets are met, following procedure not taking any risks. ~~Someone~~
a manager of a production line would be considered as a manager.

Not really true.

A leader questions what is in place, isn't afraid to take risks, looks for alternatives.

To be a corporate ~~man~~ manager you cannot be purely a manager, there needs to be a mixture of manager + leader qualities.

A pure manager would almost come over as a dictator to their employees, and a lack of motivation may arise, to get the best out of their employees ~~guidance~~ and working with them, given them guidance and reassurance can make all the difference.

After min point, ∴

30
30

4B) having a charismatic leader can work for and against them.

The advantages ~~are~~ would be having someone that is engaged with ~~their~~ employees the people, given motivation and guidance, bringing a cheer to ~~the~~ life,

The disadvantages could be when deadlines are closing in or something urgent turns up then the leader may not be taken as seriously as a manager if they try to crack the whip. it is hard to take someone seriously if they are in charge if they spend most of their time acting as if they were your friend or buddy in attempt to get the most out of you.

Feel generous

20
40

4(a)

0
30

50
100

1) materials

			50%	
March	-	100 x £150	= £15,000	(£7,500) Feb
April	-	150 x £150	= £22,500	(£11,250) March
May	=	300 x £150	= £45,000	(£22,500) April
June	=	400 x £150	= £60,000	(£30,000) May
July	=	400 x £150	= £60,000	(£30,000) June

Sales

			60%	
March	-	40% of 50,000	= £20,000	£30,000 Feb
April	-	40% of 75,000	= £30,000	£45,000 March
May	=	40% of 150,000	= £60,000	£90,000 April
June	=	40% of 200,000	= £80,000	£120,000 May
July	=	40% of 200,000	= £80,000	£120,000 June

~~Direct wages~~

Variable overheads

April	=	100 x £150	= £15,000	
May	=	150 x £150	= £22,500	
June	=	300 x £150	= £45,000	
July	=	400 x £150	= £60,000	
Aug	=	400 x £150	= £60,000	

Direct wages

$$\begin{aligned}\text{March} &= 100 \times £100 = £10,000 \\ \text{April} &= 150 \times £100 = £15,000 \\ \text{May} &= 300 \times £100 = £30,000 \\ \text{June} &= 400 \times £100 = £40,000 \\ \text{July} &= 400 \times £100 = £40,000\end{aligned}$$

Fixed overheads

~~August to December = 5 months~~
 ~~$£110,000 \div 5 = 22,000 \text{ per month}$~~

February to Dec = 11 months

$$£110,000 \div 11 = 10,000 \text{ per month.}$$

$$20\% = 2,000$$

$$40\% = 4,000$$

$$40\% = 4,000$$

$$\begin{aligned}\text{March} &= 2,000 = 2,000 \\ \text{April} &= 4,000 + 2,000 = 6,000 \\ \text{May} &= 4,000 + 4,000 + 2,000 = 10,000 \\ \text{June} &= 4,000 + 4,000 + 2,000 = 10,000 \\ \text{July} &= 4,000 + 4,000 + 2,000 = 10,000 \\ \text{Aug} &= 4,000 + 4,000 = 8,000 \\ \text{Sept} &= 4,000 = 4,000\end{aligned}$$

1 b) From my calculations it would appear that we are always in the black with a final figure of £186,250. In June, so from these calculations a reserve isn't required!