

Comments regarding the MMCC Mining III May 2015 exam:

Question 1:

Candidates should read the question and answer it accordingly.

- Many of the answers included how a person should go about lodging a case at the CCMA
- Very little of the conciliation & arbitration process itself and the role of the Commissioner was discussed

Question 2:

Most of the candidates were able to calculate the cost of mine own operation- as well as Contractor's cost. However, almost all of the candidates did not know the meaning of sunk cost. They therefore continued to use the "sunk cost" in their calculations. Sunk cost has no relevance to future events and must be ignored in decision making.

Question 3:

This question dealt with the tools available to managers to help with decision making and control (Operations Research):

- Gantt charts – project management
- Linear programming – resource allocation
- SWOT – Strategic analyses/planning
- SOAR – Strategic analyses/planning
- Value chain – linked set of a company's internal activities, functions, processes

Most of the candidates only knew what a SWOT analyses means

Question 4:

The intent and implementation of Affirmative Action was well understood by most candidates

The goal setting process was relatively well understood by candidates. It should be noted that goal setting:

- Is a management tool and can be compared to writing a contract
- There is huge value when goal setting is done participative
- Goals should have a delivery date
- Objectives should be measurable and observable
- Increases productivity , especially when goals are specific, challenging and accepted

Only a handful candidates successfully described how they would ensure that a potential creative person turns into an active creative person (provides freedom, support and participation)