

MAY 2011

**P/ID 6009/MBJ**

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Time : Three hours

Maximum : 80 marks

PART A — (8 × 5 = 40 marks)

Answer any EIGHT questions.

All questions carry equal marks.

1. Why Job of a personnel manager becomes a challenging?
2. Explain the impact of cultural and technological factors on personnel functions.
3. Explain the utility of psychological tests in selection of executives.
4. What do you understand by Job Grading?
5. What are the benefits of Job Specification?
6. Distinguish between on the job and off the job training.
7. Write a note on industrial fatigue.
8. What are the basic systems of wage payment?
9. How can quality circles be made effective?

10. Distinguish between formal and informal communication.
11. What are the causes of industrial disputes in India?
12. Explain the need for good industrial relations.

PART B — (4 × 10 = 40 marks)

Answer any FOUR questions.

All questions carry equal marks.

13. Discuss the nature of recruitment. What are the merits and demerits of the internal sources of recruitment?
14. Why there is need for rational and equitable pay structure? Discuss briefly.
15. Explain the concept of organisation development. Discuss the need for organisational development.
16. Discuss the benefits of promotion. Should it be based on seniority only?
17. Explain the barriers to communication and suggest ways of removing them.
18. Trace out the historical development of the industrial relations in India.