

MAY 2013

P/ID 6009/MBJ

Time : Three hours

Maximum : 80 marks

PART A — (8 × 5 = 40 marks)

Answer any EIGHT questions.

All questions carry equal marks.

1. Describe the evolution of personnel management in the Indian scenario.
2. What are the advantages of man power planning for a large organisation?
3. What is employee placement? What factors should be taken into consideration while placing an employee on a job?
4. Distinguish between job description and job specification.
5. What are the steps involved in organisation development process? Explain.
6. How do you evaluate cost-benefit analysis for training and development?
7. What is fatigue? How is it affected the performance of employees?

8. What are the different types of transfer? Explain the various aspects of a sound transfer policy in an organisation.
9. Define incentive. How do financial incentives differ from non-financial incentives in motivating employees?
10. Elucidate the concept of 'brain storming'. State its pros and cons.
11. What do you understand by morale? Identify its significance to productivity.
12. What is collective bargaining? How is it superior to other methods in managing industrial disputes?

PART B — (4 × 10 = 40 marks)

Answer any FOUR questions.

All questions carry equal marks.

13. What are the various steps involved in a selection process? How does it differ from recruitment?
14. How will you evaluate effectiveness of training and Development? What criteria can be used for this purpose?
15. Identify the objectives of compensation management. What are the major phases of compensation management?

16. Describe the communication process. How do you communicate more effectively? Explain.
 17. What are the objectives of worker's participation in management? Examine the reasons for ineffective worker's participation in India.
 18. In designing industrial relations system for an organisation, what factors will you keep in mind? What are the various parties involved in industrial relations?
-