



AN-5420

Seat No. _____

Second Year B. B. A. Examination

March/April – 2016

Personnel Management

(New Course)

Time : **3 Hours]**

[Total Marks : 100

Instruction : Figures to the right indicate full marks of the question.

- 1 Define Organizational Behaviour. Which are its advantages ? Write about the limitation of Organizational Behaviour. 20

OR

- 1 What is learning ? Write about different theories of learning. 20

- 2 What is perception ? Discuss the process of perception. 20

OR

- 2 (a) Distinguish between Formal and Informal groups. 10
(b) Write a brief note on Job Enrichment. 10

- 3 (a) Define the term Human Resource Management and explain the characteristics and significance of HRM. 10

- (b) What are the different sources of recruitment ? 10
Clarify the difference between recruitment and selection.

OR

- 3 (a) Explain the term wage. State the various types of wage incentives. 10

- (b) State the different methods of training to managerial personnel. 10

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| 4 | (a) Explain the term Collective Bargaining. Define the prerequisites for effective collective bargaining. | 10 |
| | (b) Distinguish between Time wage system and Piece wage system. | 10 |

OR

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| 4 | Explain the concept of industrial disputes. Discuss the different methods of solving industrial disputes in the organization. | 20 |
| 5 | Write short notes on : (any four) | 20 |
| | (1) Types of selection tests | |
| | (2) Manpower Audit | |
| | (3) Personnel policies | |
| | (4) Emerging trends in HRD | |
| | (5) Joint consultation | |
| | (6) Placement and induction | |
| | (7) Job Analysis | |
| | (8) Demotion. | |
