



**AX-7653**

Seat No. \_\_\_\_\_

**Third Year B. B. A. (Non CBCS) Examination**

**March / April – 2016**

**Advanced Personnel Management**  
*(Optional Paper)*

Time : 3 Hours]

[Total Marks : 100

- Instructions :** (1) There are five questions and all questions carry equal marks.  
(2) Figures on the right side indicate marks allocated to each of the questions.

- 1 (a) Discuss significance of Organisational behaviour. 10  
(b) Write a note on limitations of OB. 10

**OR**

- 1 (a) What is personality? Explain its characteristics. 10  
(b) Define term 'attitude.' Briefly state factors affecting attitude formation. 10

- 2 Discuss Maslow's Need Hierarchy theory of motivation. 20

**OR**

- 2 (a) Fiedler's Contingency theory of leadership 10  
(b) Explain significance of Leadership. 10

- 3 (a) Write a note on changing role of personnel function in India. 10

- (b) Explain Productivity. Discuss its significance. 10

**OR**

- 3 (a) What is Employee Discipline? Discuss briefly causes of employee indiscipline. 10

- (b) What is collective bargaining? Discuss main problems of collective bargaining. 10

4 Explain various methods of Merit Rating. 20

OR

4 (a) Explain the concept 'Employee Morale.' Discuss various factors affecting morale. 10

(b) Describe various benefits receivable to member employee under ESI Act. 10

5 Write notes : (any two) 20

(i) Labour Security

(ii) McClelland's Achievement Theory

(iii) Role of Motivation

(iv) Codes of Conduct

(v) Tactics and strategies of Collective bargaining

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