



**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 10 various factors affecting morale.**

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

**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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