



[4348] – 202

Seat No.	
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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2013  
Paper – VI : PERSONNEL MANAGEMENT AND CASE STUDIES IN  
PERSONNEL MANAGEMENT (New)**

Time : 3 Hours

Max. Marks : 100

**Instructions :** 1) Answer **any five** questions.

2) Figures to the **right** indicate **full** marks.

1. Define Human Resource Management and discuss the nature, scope and objectives of Human Resource Management. **20**
2. What are the factors that have contributed to the importance and wider adoption of Training and Development Programmes in Industry in recent years ? **20**
3. "Performance Appraisals help to identify the strengths and weakness in employees". Examine this statement and explain how the modern methods of performance appraisals have helped industries to build and develop an efficient and effective workforce. **20**
4. Critically examine the causes of indiscipline in industry. Suggest measures to check and curb indiscipline activities in industry. **20**
5. "Communication plays an important role in maintaining harmonious and cordial industrial relations in industry". Comment. **20**
6. Critically examine the Managerial and Operative functions of a Personnel Manager. **20**
7. Examine the Personnel Management Practices followed in the Engineering Industry. **20**

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8. Discuss **any two** of the following :

- a) Causes of grievances and a Model Grievance Procedure.
- b) Factors influencing salary and wage administration.
- c) Functions of Labour Welfare Boards.
- d) In a company employing 300 employees there is recession on account of competition in the market. The company wants to reduce 50 employees so that it can bounce back in the emerging markets. You are employed as a Personnel Manager of this company. The Managing Director of this company wants you to find out ways and means to remove these 50 excess employees.

**Question :**

Suggest the various steps that you will take to reduce the excess manpower.

**20**

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