

Total No. of Questions—8]

[Total No. of Printed Pages—2

Seat No.	
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[4947]-202

Master of Labour Laws and Labour Welfare (Second Semester)

EXAMINATION, 2016

PERSONNEL MANAGEMENT AND CASE STUDIES IN

PERSONNEL MANAGEMENT

Paper II

Time : 3 Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) Figures to the right indicate full marks.

1. Define Human Resource Management. Explain the scope of human resource management and examine the role, duties and responsibilities of the Human Resource Manager. [20]
2. “Training is the corner stone of sound management as it makes employees more effective and productive”. Comment on the need for training and development of employees to keep pace with the constant changing needs of the industry. [20]
3. Examine the following managerial functions :
 - (a) Decision-making
 - (b) Organizing
 - (c) Co-ordinating and control. [20]

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4. “Performance Appraisal helps to identify the strengths and weaknesses in employees.” Examine this statement and explain how modern methods of performance appraisal have helped industries to build and develop an efficient and effective workforce. [20]
5. Define ‘communication’. Examine the importance of communication in industry and explain the various modes used in employee-employer communication in industry. [20]
6. Define ‘Grievance’. What are the causes of grievances ? Explain the effect of unresolved grievances on managers, production and employees. Suggest a Model Grievance Procedure for an organisation employing 1000 employees. [20]
7. Examine the Personnel Management practices that are followed in pharmaceutical industries. [20]
8. Write notes on any *two* of the following : [20]
 - (a) Importance of discipline
 - (b) Safety and health of workers
 - (c) Functions of Wage Boards
 - (d) In a company employing 500 employees there is recession on account of acute 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 by which these 50 employees can be reduced.