

**B.B.A. (Part-II) Examination****PERSONNEL MANAGEMENT**

Time : Three Hours]

[Maximum Marks : 80

**Note :—**(1) Attempt all FIVE questions.

(2) All questions carry equal marks.

1. (a) Discuss various functions of Personnel Management. Differentiate managerial function from operative function of Personnel Management. 16

**OR**

- (b) State and explain, how professionalization of Personnel Management has evolved in India. 16

2. (a) What are the steps in manpower planning ? 4  
 (b) What are the different sources of recruitment ? 4  
 (c) 'Induction of newly recruited employees is essential'. Explain. 4  
 (d) Discuss various aspects of manpower planning. 4

**OR**

- (e) What is the significance of manpower planning ? 4  
 (f) Explain any two techniques of interview. 4  
 (g) Explain the concepts of induction and placement. 4  
 (h) Discuss the essentials of selection procedure. 4  
 3. (a) Distinguish between training and development. 4  
 (b) Explain the purpose of performance appraisal. 4  
 (c) Discuss various types of motivation. 4  
 (d) Explain the employees communication system. 4

**OR**

- (e) Distinguish between promotion and demotion with examples. 4
- (f) State how do we evaluate the executive development programmes. 4
- (g) State the complete process of performance appraisal. 4
- (h) Write a note on executive stress. 4
4. (a) Explain the wage determination process. Discuss the need of profit sharing and incentive plans. 16

**OR**

- (b) Define the concept of 'Terminal Benefits'. Discuss in detail various benefits available for employees. 16
5. (a) Explain the concept of industrial relations. 4
- (b) Discuss the weaknesses of Trade Union Movement in India. 4
- (c) State and explain the relationship between conflict and dispute. 4
- (d) Write a note on employee welfare. 4

**OR**

- (e) Write a note on 'Trade Union'. 4
- (f) Explain any two personnel policies. 4
- (g) Write a note on collective bargaining. 4
- (h) State the various determinants of industrial relations. 4