M.C.A.

(SEM. II) EXAMINATION, 2006-07

ORGANISATIONAL STRUCTURE AND PERSONNEL MANAGEMENT

(SPECIAL EXAMINATION)

Time : 3 Hours] [Total Marks : 100

Notes : (1) Attempt all questions.
(2) All questions carry equal marks.

1 Attempt any four parts of the following:

(a) If Taylor's scientific principles are still found in many work settings today, does this mean that management really hasn't changed in the last eighty years? – Explain.

(b) Does Weber's view consider the needs of individual employees? – Explain.

(c) What is an organisation? Why are managers important to an organisation's success?
(d) What are the characteristics of mechanistic and organic organisation?

(e) What is more efficient - a wide or a narrow span of control?

(f) Describe the ways that managers can departmentalize?

2 Attempt any four parts of the following: 4 × 5

(a) Briefly describe the concept of motivation and explain the motivation process.

(b) How might an individual's age, career stage, geographic location and organisation size affect his or her needs from Maslow's hierarchy?

(c) Would an individual with a high nAch be a good candidate for a management position? – Explain.

(d) Explain the major assumptions of Theory X and Theory Y.

(e) How does motivation linked with behaviour? – Explain.

(f) Explain the two factor theory of motivation.

3 Attempt any two parts of the following: 10 × 2

(a) Define 'Personnel Policy'. What is need for personnel policy? Explain the principles of personnel policies.

(b) Differentiate between 'HRM' and 'PM'.

(c) Explain the major duties and responsibilities of a personnel manager.

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4 Attempt any two parts of the following: 10×2
(a) Outline and explain the process of HRP.
(b) What is the relationship between selection, recruitment and job analysis?
(c) What is the 'deruitment'? Why is deruitment now a major concern for managers?

5 Attempt any two parts of the following: 10×2
(a) "Employee – training and development is not only an activity that is desirable but also an activity that an organisation must commit resources to if it is to maintain a viable and knowledgeable work force." Comment and discuss.
(b) Describe the steps involved in training process in detail.
(c) Differentiate between 'On the job and off the job' training with suitable examples.