

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 1466

Roll No.

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MCA

SECOND SEMESTER EXAMINATION, 2005-2006

**ORGANIZATIONAL STRUCTURE AND
PERSONNEL MANAGEMENT**

Time : 3 Hours

Total Marks : 100

- Note :**
- (i) Attempt **ALL** questions.
 - (ii) All questions carry equal marks.
 - (iii) In case of numerical problems assume data wherever not provided.
 - (iv) Be precise in your answer.

1. Attempt *any four* parts of the following : (5x4=20)

- (a) What do you understand by organization ?
- (b) Differentiate between formal and informal organization ?
- (c) What are organizational relationships ?
- (d) What do you understand by organization structure ? Explain virtual and network organization structures ?
- (e) Explain the various methods by which departments can be created in an organization.
- (f) Enlist the principles on which an ideal organization should work.

2. Attempt *any four* parts of the following : (5x4=20)

- (a) Define motivation. What is the importance of motivation in an organization ?
- (b) What is Maslow's need hierarchy ?
- (c) What are the different types of motivation ?
- (d) What is two factor theory of motivation ?
- (e) What is Mc Clelland's Need Theory ?
- (f) What do you understand by incentives ? What is the behavioural impact of motivation in an organization ?

3. Attempt *any two* parts of the following : (10x2=20)

- (a) What is HRM model ? What are the functions and objectives of HRM ?
- (b) What is the difference between HRM and Personnel Management ? What are the duties and responsibilities of personnel manager ?
- (c) What are the emerging trends of Personnel management in India ?

4. Attempt *any two* parts of the following : (10x2=20)

- (a) What is manpower planning ? Why is it required in an organization ? What do you understand by recruitment ?
- (b) How is an employee selected in an organization ? What are the different types of interviews ?
- (c) Explain the various internal and external sources of recruitment.

5. Attempt *any two* parts of the following : (10x2=20)

- (a) What is the importance of training and development in an organization ?
- (b) What are the inputs in training and development ? Explain the training process.
- (c) What is the difference between training, development and education ? What are the different types of training ?

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