



Printed Pages : 3

MCA-201

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

PAPER ID : 1466

Roll No.

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M. C. A.

(SEM. II) EXAMINATION, 2007-08
ORGANIZATIONAL STRUCTURE &
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 : **5×4=20**

- (a) What is difference between Management and Organisation ?
- (b) What is the importance of Management in IT industry ?
- (c) What is the contribution of F. W. Taylor towards development of Management ?
- (d) "Management is art as well science." Justify.
- (e) What are principles of organisation ?
- (f) Discuss matrix organisation with example.



Attempt any **four** parts of the following :

5×4=20

- (a) Compare and contrast theory 'X' and theory 'Y'.
- (b) Define motivation and point out the difference between positive and negative motivation. Briefly enumerate the important motivational techniques.
- (c) How does job satisfaction affect behaviour ? Discuss in detail.
- (d) Explain Herzberg's two factor.
- (e) What do you understand "Capability to do and desire to do" in motivation ?
- (f) "Motivation is unending process" Explain.

5 Attempt any **two** parts of the following :

10×2=20

- (a) What do you understand by personnel management ? State the objective of personnel management.
- (b) What do you mean by personnel policy ? State essential characteristics of a sound personnel policy.
- (c) Explain in detail need for separate personnel department and discuss role of a personnel manager in an organisation.

Attempt any **two** parts of the following :

10×2=20

- (a) State the various manpower planning processes. What are the steps involved in this processes ? Discuss.
- (b) What do you mean by recruitment ? State the sources of recruitment. Discuss various guidelines to be in an interview.
- (c) What are the characteristics of good interviewer ?

Attempt any **two** parts of the following :

10×2=20

- (a) Explain importance of training to a worker. How it enhances performance of a worker ? Discuss with suitable example.
- (b) Enumerate various methods of imparting training to employee and discuss in detail any two of them.
- (c) What are objectives of training methods ? How to make training effective ?



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M. C. A.

(SEM. II) EXAMINATION, 2006-07

**ORGANISATIONAL BEHAVIOUR & PERSONNEL
MANAGEMENT**

Time : 3 Hours]

[Total Marks : 100

Note : (i) Attempt all questions.

(ii) All questions carry equal marks

1 Attempt any **four** parts of the following : **5x4**

- (a) How do you compare Fayol's principles of management with Taylor's?
- (b) Explain the advantages of using division of labour in an organisation.
- (c) Can the manager of a staff department have line authority? Explain.
- (d) Describe different types of organisation structure in brief.
- (e) Would you rather work in a mechanistic or organic organisation? Why?
- (f) Differentiate between formal and informal organisation.

2 Attempt any **four** of the following :

- (a) What is the manager's role in influencing motivation?
- (b) Describe the three needs in the three-needs theory.

- (c) If a manager accepts Theory Y assumptions, how would he or she be likely to motivate employees?
- (d) Explain Herzberg's two factor theory of motivation and its significance.
- (e) What is the main contribution of Maslow's theory of need hierarchy?
- (f) Define the approach and avoidance dimensions of three major motives?

Attempt any **two** parts of the followings : **10×2**

- (a) Explain the essential characteristics of a sound personnel policy. Also, discuss the origin and sources of personnel policies.
- (b) Explain the functions and objectives of HRM in detail.
- (c) 'HRM is going to see a major break through in India especially in service businesses'. Discuss.

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

- (a) Define 'HRP'. Explain the importance of HRP.
- (b) What is 'Job Analysis'? What is the need for 'Job Analysis'?
- (c) What are the possible sources of finding a new employee? What are the strengths and drawbacks of each of these sources?

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

- (a) Distinguish between 'Training' and 'Development'.
- (b) What are class-room methods of training? Explain in details.
- (c) Explain the need for basic purposes of Training. Also, discuss the importance of training.