



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, 2008-09  
ORGANIZATIONAL STRUCTURE &  
PERSONNEL MANAGEMENT

Time : 3 Hours]

[Total Marks : 100

- Note :
- (1) Attempt **all** questions.
  - (2) All questions carry **equal** marks.
  - (3) In case of numerical problems assume data wherever not provided
  - (4) Be precise in your answer.

1 Attempt any **four** parts of the following. 5×4=20

- (a) What do you understand by organisation structure?
- (b) What is organisation chart? What are advantages and disadvantages of organisation chart?
- (c) Explain functional organisation.
- (d) Explain following management principles :
  - (i) Division of labour
  - (ii) Esprit de corps
  - (iii) Scalar chain.



(e) What do you mean by span of control and delegation of authority?

(f) Discuss Weber's bureaucratic theory.

2 Attempt any **four** parts of the following: **5×4=20**

(a) "Motivation is the core of effective communication." Comment.

(b) What are different theories of motivation?

(c) What are different characteristics of motivation? What is its importance in industry?

(d) Explain the hierarchical nature of needs. What are the basic premises of Maslow's theory?

(e) "Motivation is Psychological Concept" Discuss.

(f) How are motivation, performance and job satisfaction interrelated?

3 Attempt any **two** parts of the following. **10×2=20**

(a) "HRM policies and principles contribute to effective, continuity and stability of organisation" Give your view point.

(b) What is HRM? What are its functions and objectives

(c) State factors affecting personnel policy and discuss the significance of personnel management in Indian industry.



- 4 Attempt any **two** parts of the following:
- (a) Discuss job analysis, job description and job specification and process of job analysis.
  - (b) Explain various factors affecting job design.
  - (c) Explain steps involved in selection of a personnel.
- 5 Attempt any **two** parts of the following: **10×2=20**
- (a) What are benefits of employee training to the organisation ?
  - (b) Explain steps in typical training process.
  - (c) Write short notes on :
    - (i) Programmed instruction.
    - (ii) Computer - assisted instruction.
    - (iii) Case study.
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