

2010

ELEMENTS OF PERSONNEL MANAGEMENT

SECOND PAPER

Full Marks : 100

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

- 1. Answer any five questions (within 100 words each) : 5×5=25**
- (a) Explain how technological changes have brought about transformation in the field of human resource management.
 - (b) Identify the sources of inflow and outflow of human resource in an organization.
 - (c) Discuss the relevance of the 'son of the soil' theory as a rising concept in organization recruitment and benefits.
 - (d) Express your views as to whether seniority or merit should be the criterion of promotion in organizations.

- (e) Discuss various monetary incentives offered by Indian companies to motivate employees.
- (f) Explain the types of punishment which may be awarded to an employee for violation of conduct in an industry.
- (g) State in what way induction training of a new employee is of help to the management as well as employees.

2. Answer any *three* questions (within 200 words each) : 10×3=30

- (a) Reassess the significance of human resource management in the changing context of business environment in India.
- (b) State the barriers which stand on the way of effective human resource planning for an organization.
- (c) State a few of the 'job concepts' associated with manpower planning. Also state the distinction between 'job specification' and 'job description'.

- (d) Discuss various factors affecting the determination of wage and salary for employees of an organization.
- (e) Explain various practices followed in India for identifying employee grievances. Also state the demerits of open-door approach in settling grievances.

3. Answer any *three* questions (within 300 words each) : 15×3=45

- (a) What are the objectives of manpower planning? Also state its importance. What measures do you suggest to remove redundancy of labour in public sector in India? 4+4+7
- (b) How do you differentiate between selection and placement? Enumerate the steps involved in the scientific selection process. 7+8
- (c) What objectives are served by 'promotion' and 'transfer'? State the benefits and limitations of transfer and promotion to an organization as well as the employee. 5+10

- (d) What is meant by wage differentials? Identify the levels at which such wage or salary differentials occur. Also state the implications of such differentials. 15
- (e) "Too often, discipline is thought of only in the negative sense in reality, positive discipline is immeasurably more effective and plays a larger role in business management." Discuss and indicate the principles to be borne in mind while taking disciplinary action. 15

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