

**AB-3401**                      Seat No. \_\_\_\_\_  
**Second Year B. B. A. Examination**  
April / May – 2003  
**Personnel Management**

Time : 3 Hours]

[Total Marks : 70

**Instruction :** Figures to the **right** indicate marks.

**1** (a) Highlight the difference between Personnel Management and Human Resource Management. **7**

(b) Explain Internal forces affecting the Human Resource Management environment. **7**

**OR**

**1** (a) Define Human Resource Planning. Describe the various factors affecting Human Resource Planning. **7**

(b) Explain the concept of Job Design and discuss its various techniques **7**

**2** (a) Elaborate the various factors influencing Recruitment. **7**

(b) Define training. How does training benefit an organisation. **7**

**OR**

**2** (a) Briefly explain the process of selection. **7**

(b) What do you mean by term performance appraisal. Explain problems of Rating their performance. **7**

**3** (a) Discuss various approaches of employee remuneration. **7**

(b) *Mr. Jay* produces 680 units, *Mr. Vijay* produces 765 units and *Mr. Ajay* produces 935 units. Calculate earnings of employees as per Merrick Differential piece rate system. From the following information :

(i) Standard Output : 850 units

(ii) Piece Rate : Rs. 12

**OR**

- 3 (a) Explain the components of Executive Remuneration. 7  
(b) Describe the principles of Fringe benefits. 7
- 4 (a) What do you mean by Orientation. Discuss the importance of an orientation programme in employee induction. 7  
(b) Define labour welfare and explain the various approaches to the study of welfare. 7
- OR**
- 4 (a) Explain the term transfer, separation and demotion. What are the different types of transfer. 7  
(b) Define Industrial Relations. Who are the parties to industrial relations. Explain their role in establishing Industrial stability and development. 7
- 5 Write short notes on : (any **two**)  
(i) Job stress  
(ii) Causes of Industrial Disputes  
(iii) Trade Union Movement in India.  
(iv) Job Evaluation.