## **GUJARAT TECHNOLOGICAL UNIVERSITY** M. E. - SEMESTER – III • EXAMINATION – WINTER • 2013

M. E SEMESTER – III • EXAMINATION – WINTER • 2013			
Subj	ect c	ode: 731401 Date: 26-11-2013	
Subject Name: Personnel Management			
-	Time: 10.30 am – 01.00 pm Total Marks: 70		
Instructions:			
1. Attempt all questions.			
2. Make suitable assumptions wherever necessary.			
		Figures to the right indicate full marks.	
01			07
Q.1	(a) (b)	Explain the different era of personnel management. Discuss "The role of a personnel manager in today's world."	07 07
	(U)	Discuss The fole of a personnel manager in today's world.	07
Q.2	(a)	Explain in details (a) Rational System Model (b) Social System Model.	07
×	(b)	- · · · · · ·	07
	()	of Training and Development' as one of the major functions of personnel	
		Management.	
		OR	
	<b>(b)</b>	Discuss how 'training' differs from 'development' and explain 'Law of Effect'	07
		and Law of Exercise' in context of Training Technology.	
Q.3	<b>(a)</b>	Write notes on (any two)	07
		1. Participative Decision making	
		2. Job content and job context	
	<b>(L)</b>	3. Phrenology and Graphology	07
	(b)	Explain Adam Smith's Division of Labour Theory.	07
0.2	(a)	OR Write notes on (any two)	07
Q.3	(a)	Write notes on (any two)	07
		<ol> <li>Application Blank and Psychological Tests</li> <li>Forced distribution</li> </ol>	
		<ol> <li>Self Esteem and Self Actualization</li> </ol>	
	<b>(b)</b>	Explain Max Weber's Theory of Bureaucracy.	07
	(0)	Explain that we over 5 Theory of Darcaderacy.	07
<b>Q.4</b>	(a)	Write notes on (a) Indoctrination (b) Application Blank	07
	(b)	Explain McGregor's Theory 'X' and Theory 'Y'	07
		OR	
Q.4	<b>(a)</b>	Write notes on (a)Principles of Natural justice (b) Ergonomics	07
	<b>(b)</b>	Explain Maslow's need Hierarchy Theory.	07
Q.5	<b>(a)</b>	Comment on the statement: "Right man for Right job & Right job for right	07
		man."	_
	(b)	Explain the term ' M B O' and discuss its importance as a Management	07
		Philosophy and its significance as an approach for Motivation	
<b>• •</b>		OR	<b>0-</b>
Q.5	(a)	Explain the term recruitment & different sources of recruitment.	07 07
	(b)	Explain the principle and evolution of QWL.	07

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