

**GUJARAT TECHNOLOGICAL UNIVERSITY****M. E. - SEMESTER – III • EXAMINATION – WINTER • 2014****Subject code: 731401****Date: 25-11-2014****Subject Name: Personnel Management****Time: 02:30 pm - 05:00 pm****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1** (a) Explain Objective and Characteristics of Personnel Management. **07**  
 (b) Explain the term recruitment & different sources of recruitment. **07**
- Q.2** (a) Explain 'Law of Effect' and Law of Exercise' in context of Training Technology. **07**  
 (b) Explain the Manpower Planning and its Importance. **07**
- OR**
- (b) Discuss the following: (Any two) **07**  
 (1) Job Enrichment  
 (2) Quality Circles  
 (3) Work Redesign
- Q.3** (a) Explain the following models along with pros & cons of their applications PM: **07**  
 Rational System Model & Social System Model.  
 (b) Explain McGregor's Theory 'X' and Theory -Y **07**
- OR**
- Q.3** (a) Define and elaborate the terms: Ergonomics and Flexi time **07**  
 (b) Explain the terms: Placement and induction; and induction procedure. **07**
- Q.4** (a) Write Detailed Note on: **07**  
 (1) Self-Esteem  
 (2) Self Actualization.  
 (b) Define Motivation and Explain the meaning of 'Motivation' in context with Human Resource Management. **07**
- OR**
- Q.4** (a) Define QWL, and discuss the relevance of QWL in the Indian context. **07**  
 (b) Explain the term: "Right man for Right job & Right job for the Right man." With Suitable Example. **07**
- Q.5** (a) Explain the term MBOW and discuss its importance as a Management Philosophy and its significance as an approach for Motivation. **07**  
 (b) Write short notes on Participative Decision Making. **07**
- OR**
- Q.5** (a) Explain the term Selection and steps in the selection process. **07**  
 (b) Discuss the effects of Early Management Theories and explain what is conveyed by the statement: "General purpose man and specific purpose machine." **07**

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