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**UNIVERSITY**

(Karunya Institute of Technology & Sciences)

(Declared as Deemed-to-be University under Sec.3 of the UGC Act, 1956)

Reg.No. \_\_\_\_\_\_\_\_\_\_\_\_\_

**End Semester Examination – Nov/Dec - 2016**

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|  |  | **Semester :** | **2016-17 ODD** |
| **Code :** | **ME280** | **Duration :** | **3 hrs** |
| **Sub. Name :** | **PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS** | **Max. marks :** | **100** |

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| **Q. No.** | **Questions** | **Marks** |
| **PART-A(10X1=10 MARKS)** | | |
| 1. | Name any four functions of personnel management. | (1) |
| 2. | Define ‘job specification’. | (1) |
| 3. | What do you mean by employee poaching or employee raiding? | (1) |
| 4. | What do you mean by Graphology test? | (1) |
| 5. | What are the components of remuneration? | (1) |
| 6. | What do you mean by ‘Egalitarianism’? | (1) |
| 7. | What is the main objective of Trade Unions Act, 1926? | (1) |
| 8. | What do you mean by ‘Adjudication? | (1) |
| 9. | What do you mean by ‘job enrichment’? | (1) |
| 10. | What is ‘Conciliation’? | (1) |

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| **PART B(5 X 3= 15 MARKS)** | | |
| 11 | List out the benefits of job enlargement. | (3) |
| 12 | What do you mean by internal mobility? List the benefits obtained through internal mobility. | (3) |
| 13 | List out the differences between salary and incentives. | (3) |
| 14 | List out the benefits of collective bargaining: | (3) |
| 15 | List the key differences between traditional and empowered-teams in organisations. | (3) |

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| **PART C(5 X 15= 75 MARKS)** | | | |
| 16. |  | Discuss the changing role of Personnel manager: | (15) |
| (OR) | | | |
| 17. |  | Describe the significance and uses of job analysis. | (15) |
| 18. |  | Briefly explain the various factors influencing recruitment. | (15) |
| (OR) | | | |
| 19. |  | Describe the various methods of performance appraisal. | (15) |
| 20. |  | Explain the internal and external factors affecting employee salary determination. | (15) |
| (OR) | | | |
| 21. | a. | Briefly explain few significant fringe benefit programmes. | (7) |
| b. | Discuss the consequences of pay dissatisfaction. | (8) |
| 22. |  | Why do workers join in labor unions? Explain the strategies and techniques adopted by the management to keep their plants union-free. | (15) |
| (OR) | | | |
| 23. |  | Discuss the causes and settlement industrial disputes. | (15) |
| 24. |  | Describe the various methods for achieving employee participation in management. | (15) |
| (OR) | | | |
| 25. |  | Explain the grievance handling procedure in detail. | (15) |

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