



Printed Pages : 2

MCA-121

(Following Paper ID and Roll No. to be filled in your Answer Book)

**PAPER ID : 7059**

Roll No.

## MCA

(SEM. II) EXAMINATION, 2006-07

### ORGANISATIONAL STRUCTURE & PERSONNEL MANAGEMENT

*Time : 3 Hours]*

*[Total Marks : 100*

- Note :*
- (1) *Attempt all questions.*
  - (2) *The figures in right hand side indicate marks.*

**1** Attempt any **two** parts of the following : **10×2=20**

- (a) How does organisational behaviour influence the management practices?
- (b) Discuss the important sub-systems of the organization.
- (c) Explain the significance of an organization for a business enterprise.

**2** Attempt any **two** parts of the following : **10×2=20**

- (a) "Money holds the key to work motivation in modern organizations". Discuss.
- (b) Explain the concept of Personnel Management and also outline its aims and objectives.
- (c) What are the main features of theory Z?

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- 3 Attempt any **two** parts of the following : **10×2=20**
- (a) “Management is personnel administration”. In the lights of this statement, examine the significance of personnel management in modern business world.
  - (b) What do you mean by selection for employment? Outline a suitable selection process for a large business organization.
  - (c) What is induction? How does it help new employees?
- 4 Attempt any **two** parts of the following : **10×2=20**
- (a) What are the different functions of Human Resource Management? Elaborate.
  - (b) Enlist the basic tracts that are required by an HR manager for discharging his duties effectively.
  - (c) What is personnel policy and what are the basic tenents of a sound personnel policy.
- 5 Attempt any **two** parts of the following : **10×2=20**
- (a) Distinguish between the ‘training and development’ and outline their significance in modern age.
  - (b) What are the different methods of training? Explain them in brief.
  - (c) How are the training needs identified? Discuss briefly.

