



Printed Pages : 3

MCA – 201

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

PAPER ID : 1466

Roll No.

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M. C. A.

(SEM. II) EXAMINATION, 2008-09
ORGANIZATIONAL STRUCTURE &
PERSONNEL MANAGEMENT

Time : 3 Hours]

[Total Marks : 100

- Note :**
- (1) Attempt **all** questions.
 - (2) All questions carry **equal** marks.
 - (3) In case of numerical problems assume data wherever not provided
 - (4) Be precise in your answer.

1 Attempt any **four** parts of the following. **5×4=20**

- (a) What do you understand by organisation structure?
- (b) What is organisation chart? What are advantages and disadvantages of organisation chart?
- (c) Explain functional organisation.
- (d) Explain following management principles :
 - (i) Division of labour
 - (ii) Esprit de corps
 - (iii) Scalar chain.



- (e) What do you mean by span of control and delegation of authority?
- (f) Discuss Weber's bureaucratic theory.

2 Attempt any **four** parts of the following: **5×4=20**

- (a) "Motivation is the core of effective communication." Comment.
- (b) What are different theories of motivation?
- (c) What are different characteristics of motivation? What is its importance in industry?
- (d) Explain the hierarchical nature of needs. What are the basic premises of Maslow's theory?
- (e) "Motivation is Psychological Concept" Discuss.
- (f) How are motivation, performance and job satisfaction interrelated?

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

- (a) "HRM policies and principles contribute to effective, continuity and stability of organisation" Give your view point.
- (b) What is HRM? What are its functions and objectives
- (c) State factors affecting personnel policy and discuss the significance of personnel management in Indian industry.

4 Attempt any **two** parts of the following:

- (a) Discuss job analysis, job description and job specification and process of job analysis.
- (b) Explain various factors affecting job design.
- (c) Explain steps involved in selection of a personnel.

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

- (a) What are benefits of employee training to the organisation ?
- (b) Explain steps in typical training process.
- (c) Write short notes on :
 - (i) Programmed instruction.
 - (ii) Computer - assisted instruction.
 - (iii) Case study.

