

GUJARAT TECHNOLOGICAL UNIVERSITY**M. E. - SEMESTER – III • EXAMINATION – WINTER 2012****Subject code: 731401****Date: 30/12/2012****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.
3. Figures to the right indicate full marks.

- Q.1** (a) Define and elaborate the terms: Ergonomics and Flexi time **07**
(b) Write short notes on “Participative Decision Making” **07**
- Q.2** (a) Explain the principle and evolution of QWL. **07**
(b) Explain the following models along with *pros* & *cons* of their applications PM: Rational System Model & Social System Model. **07**
- OR**
- (b) Compare similarities & dissimilarities 'Theory of motivation & hygiene' **07**
and 'Theory of hierarchy of human needs'.
- Q.3** (a) Write short notes on “Law of effect and law of exercise.” **07**
(b) Write short notes on: **07**
1. Participative Decision making
2. Job content and job context
- OR**
- Q.3** (a) Discuss MAX WEBER's Structural theory **07**
(b) Write short notes on: **07**
1. Bureaucracy
2. Phrenology and Graphology
- Q.4** (a) Discuss Adam Smith's Theory. **07**
(b) Write short notes on “Right man for the right job and Right job for the right man” **07**
- OR**
- Q.4** (a) Write short notes on “Training needs identification” **07**
Q.4 (b) Discuss major functions of Human Resource Management. **07**
- Q.5** (a) Explain ERG Theory. **07**
(b) Explain the role of a personnel manager. **07**
- OR**
- Q.5** (a) Discuss the term Job Analysis, Job Specification and Job Description. **07**
(b) Explain Taylor's scientific management. **07**
