

**GUJARAT TECHNOLOGICAL UNIVERSITY****M. E. - SEMESTER – III • EXAMINATION – WINTER • 2013****Subject code: 731401****Date: 26-11-2013****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) Explain the different era of personnel management. **07**  
(b) Discuss “The role of a personnel manager in today’s world.” **07**

- Q.2** (a) Explain in details (a) Rational System Model (b) Social System Model. **07**  
(b) Discuss what is understood by Training and Development. Discuss function of Training and Development' as one of the major functions of personnel Management. **07**

**OR**

- (b) Discuss how 'training' differs from 'development' and explain 'Law of Effect' and Law of Exercise' in context of Training Technology. **07**

- Q.3** (a) Write notes on (any two) **07**  
1. Participative Decision making  
2. Job content and job context  
3. Phrenology and Graphology  
(b) Explain Adam Smith’s Division of Labour Theory. **07**

**OR**

- Q.3** (a) Write notes on (any two) **07**  
1. Application Blank and Psychological Tests  
2. Forced distribution  
3. Self Esteem and Self Actualization  
(b) Explain Max Weber’s Theory of Bureaucracy. **07**

- Q.4** (a) Write notes on (a) Indoctrination (b) Application Blank **07**  
(b) Explain McGregor’s Theory 'X' and Theory 'Y' **07**

**OR**

- Q.4** (a) Write notes on (a) Principles of Natural justice (b) Ergonomics **07**  
(b) Explain Maslow’s need Hierarchy Theory. **07**

- Q.5** (a) Comment on the statement: "Right man for Right job & Right job for right man." **07**  
(b) Explain the term ' M B O ' and discuss its importance as a Management Philosophy and its significance as an approach for Motivation **07**

**OR**

- Q.5** (a) Explain the term recruitment & different sources of recruitment. **07**  
(b) Explain the principle and evolution of QWL. **07**

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