



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, 2006-07

**ORGANISATIONAL STRUCTURE AND
PERSONNEL MANAGEMENT**

(SPECIAL EXAMINATION)

Time : 3 Hours]

[Total Marks : 100

- Notes :**
- (1) Attempt **all** questions.
 - (2) All questions carry **equal** marks.

1 Attempt any **four** parts of the following :

- (a) If Taylor's scientific principles are still found in many work settings today, does this mean that management really hasn't changed in the last eighty years ? – Explain.
- (b) Does Weber's view consider the needs of individual employees ? – Explain.
- (c) What is an organisation ? Why are managers important to an organisation's success ?

Z-1466]

1

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- (d) What are the characteristics of mechanistic and organic organisation ?
- (e) What is more efficient - a wide or a narrow span of control ?
- (f) Describe the ways that managers can departmentalize ?

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

- (a) Briefly describe the concept of motivation and explain the motivation process.
- (b) How might an individual's age, career stage, geographic location and organisation size affect his or her needs from Maslow's hierarchy ?
- (c) Would an individual with a high nAch be a good candidate for a management position ? – Explain.
- (d) Explain the major assumptions of Theory X and Theory Y.
- (e) How does motivation linked with behaviour ? – Explain.
- (f) Explain the two factor theory of motivation.

3 Attempt any **two** parts of the following : **10x2**

- (a) Define 'Personnel Policy'. What is need for personnel policy ? Explain the principles of personnel policies.
- (b) Differentiate between 'HRM' and 'PM'.
- (c) Explain the major duties and responsibilities of a personnel manager.

Z-1466]

2

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- 4** Attempt any **two** parts of the following : **10×2**
- (a) Outline and explain the process of HRP.
 - (b) What is the relationship between selection, recruitment and job analysis ?
 - (c) What is the 'decrutment' ? Why is decruitment now a major concern for managers ?
- 5** Attempt any **two** parts of the following : **10×2**
- (a) "Employee – training and development is not only an activity that is desirable but also an activity that an organisation must commit resources to if it is to maintain a viable and knowledgeable work force." Comment and discuss.
 - (b) Describe the steps involved in training process in detail.
 - (c) Differentiate between 'On the job and off the job' training with suitable examples.
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