

Seat No.: \_\_\_\_\_

Enrolment No. \_\_\_\_\_

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**ME Semester –III Examination Dec. - 2011**

**Subject code: 731401**

**Date: 05/12/2011**

**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) Comment on the statement: "Right man for Right job & Right job for right man." 07  
(b) Explain the principle and evolution of QWL. 07

- Q.2** (a) Explain briefly Rational system model & Social system model. 07  
(b) Explain what is conveyed by the statement: "General purpose man and specific purpose machine." 07

**OR**

- (b) Discuss major functions of Human Resource Management. 07

- Q.3** (a) Explain Mc Gregor's Theory 'X' and Theory 'Y' 07  
(b) Write short notes on:- (any two) 07  
1. Self-Esteem & Self-Actualisation  
2. Job Enrichment  
3. Flexi Time

**OR**

- Q.3** (a) Discuss Fredrik Herzberg theory. 07  
(b) Write short notes on:- (any two) 07  
1. Bureaucracy  
2. Satisfiers and Dissatisfiers  
3. Job content & Job context

- Q.4** (a) Explain the term 'M B O' and discuss its significance as an approach for Motivation. 07  
(b) Explain managerial effectiveness. 07

**OR**

- Q.4** (a) Explain the term selection and steps in the selection process. 07  
(b) Explain the characteristics and quality of a personnel manager. 07

- Q.5** (a) Explain the man power planning and its importance. 07  
(b) Write short notes on "Participative Decision Making" 07

**OR**

- Q.5** (a) Explain the term Job Analysis, Job Specification and Job Description. 07  
(b) Write short notes on "Training and development" 07

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