

B.Tech 5th Semester Exam., 2019

PERSONNEL MANAGEMENT AND
INDUSTRIAL RELATIONS

Time : 3 hours

Full Marks : 70

Instructions :

- (i) The marks are indicated in the right-hand margin.
- (ii) There are **NINE** questions in this paper.
- (iii) Attempt **FIVE** questions in all.
- (iv) Question No. 1 is compulsory.

1. Answer/Fill in the blank any seven of the following : 2×7=14
- (a) What is a craft union?
- (b) What is the utility of reference check during employee selection?
- (c) Name the three actors in tripartite industrial relations machinery.
- (d) Define social assistance.
- (e) Give the full forms of AITUC and INTUC.

- (f) Vestibule training is ____ (on-the-job/off-the-job) training method.
- (g) What is stress interview?
- (h) What is the significance of induction?
- (i) Give one argument why wage payment should be based on results.
- (j) Which Act of Indian labour laws deals with health, safety and welfare of workers? *Factories Act*

2. Explain the concept of manpower planning. What methods are used to assess demand and supply of manpower assessed in manpower planning? 14
3. Elucidate the mandatory safety and welfare facilities given to workers in factories in India. 14
4. What is the role of incentives in motivating employees? Discuss the types of incentives. 14
5. How is the concept of Indian Relations changing with globalization and liberalization policies in India? 14

6. How does social security fight the problems arising out of ill health, accident and old age? 14
7. What are the objectives of performance appraisal in an organization? How do perceptual errors affect performance appraisal? 14
8. What is the importance of training in an organization? Discuss any three on-the-job training methods. 14
9. Discuss the role of a personnel manager. Outline any three bases of organization of personnel department. 14
