

**B.Tech 5th Semester Exam., 2017****PERSONNEL MANAGEMENT AND  
INDUSTRIAL RELATION (PMIR)**

Time : 3 hours

Full Marks : 70

**Instructions :**

- (i) All questions carry equal marks.
- (ii) There are **NINE** questions in this paper.
- (iii) Attempt **FIVE** questions in all.
- (iv) Question No. 1 is compulsory.

1. Write True or False of the following (any seven) :

- (a) Incentives are external factors which exist in the environment.
- (b) Recruitment is the elimination of application.
- (c) Reliability of a test is its ability to measure consistency in results.
- (d) Horizontal promotion limits the experience of an employee.
- (e) Wage survey must be done in order to achieve external alignment.
- (f) The Equal Remuneration Act prevents discrimination in remuneration on the ground of sex.

- (g) As far as possible, grievances should be settled at the lowest level.
- (h) Job evaluation is an estimation of relative worth of jobs.
- (i) Equal pay for equal work is not a statutory right of a woman employee.
- (j) Only Central Government has powers to enact labour laws in India.

2. Discuss the scope of personnel management.
3. What is a personnel policy? Discuss the principles of personnel policies.
4. What do you understand by manpower planning? Discuss the various forms of manpower planning.
5. What are the different methods of gathering job information for job analysis?
6. What do you understand by induction programme? What are its objectives?
7. What do you understand by performance appraisal? Discuss the various factors affecting performance appraisal.
8. What is wage and salary administration? What are its objectives?
9. What do you understand by industrial relations? Discuss the importance of good industrial relations.

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