

Reg. No.....

L 5285

Name.....

**FIRST SEMESTER M.A. DEGREE EXAMINATION
JANUARY/FEBRUARY 2004**

Branch—Personnel Management

PM 214 Paper IV—PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS

Time : Three Hours

Maximum : 75 Marks

Part I

Answer any five questions.

All questions carry equal marks.

Answers should not exceed 300 words.

1. Write a note on the philosophy of Human Resource Management (HRM).
2. Write a note on the roles specific to a personnel professional.
3. How is HRD different from Training and Development ?
4. How has the "recruitment and selection" function evolved in the past decades ?
5. Write a note on collective bargaining.
6. Define "Industrial Disputes". Mention its effects.
7. Describe the various steps in the registration of Trade Unions.
8. "Industrial Democracy will remain a dream, never a reality." Discuss.

(5 × 6 = 30 marks)

Part II

Answer any three questions.

All questions carry equal marks.

Answers should not exceed 1200 words.

9. Discuss the "single union-multiple unions" debate. Which of these may contribute to industrial peace in what settings ?
10. What are the salient features of the Industrial Employment (Standing Orders) Act ?
11. Outline the history of the Trade Union movement in India. What is the role played by Trade Unions in the socio-cultural milieu of our country ?
12. Trace the history and forms of workers participation in Management. How is it related to the concept of worker involvement ?
13. What are the different personnel functions ? How do they contribute to organizational effectiveness?

(3 × 15 = 45 marks)