

Reg. No.....

L 5091

Name.....

FIRST SEMESTER M.A. DEGREE EXAMINATION, JANUARY 2003

Personnel Management

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. What are the different roles played by a personnel manager ? Describe what change has occurred in these roles as the personnel profession has developed.
2. What is the role of employers and employees in industrial relations ?
3. Write a note on recognition of trade unions.
4. Differentiate between HRM and HRD.
5. Distinguish between Voluntary arbitration and Compulsory arbitration. Who can be an arbitrator ?
6. Distinguish between performance appraisal and potential appraisal. What is 360 degree appraisal ?
7. What are the sources of recruitment ? Explain web recruitment.
8. What is exit policy ? Describe the issues related to the voluntary retirement.

(5 × 6 = 30 marks)

Part II

Answer any three questions.

All questions carry equal marks.

Answers should not exceed 1200 words.

9. Explain the different forms of workers participation in management. What is the present status of initiatives taken in this regard ?
10. List out the important provisions of Trade Union Act, 1926.
11. Write an essay about the contributions of Modern Communication Technology in organizational communication.
12. Write an essay on the evolution of personnel management ? What is its status in India ?
13. Write an essay on the causes and effects of industrial disputes. Why does Kerala have an image of a disturbed industrial climate ?

(3 × 15 = 45 marks)