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**MANIPAL INSTITUTE OF TECHNOLOGY**  
 Manipal University, Manipal – 576 104



**V SEM. B.TECH.( INDUSTRIAL & PRODUCTION ENGG.) DEGREE  
 EXAMINATIONS DEC 2015/JAN 2016 (MAKE UP)**

**SUBJECT: PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS  
 (MME 321)  
 REVISED CREDIT SYSTEM**

Time: 3 Hours.

MAX.MARKS: 50

**Instructions to Candidates:**

❖ Answer **ANY FIVE FULL** questions.

- 1A)** Define Human Resource Planning (02)
- 1B)** What is Job Evaluation? What are the objective of job Evaluation (03)
- 1C)** Explain the Reinforcement and Expectancy Theories of Wage payment (05)
- 2A)** Define the Terms Training, Layoff, and Discharge (03)
- 2B)** Differentiate between training and development. What are its objectives (05)
- 2C)** What do you mean by labour Turnover? (02)
- 3A)** Explain any two methods of Job evaluation (04)
- 3B)** Differentiate between Wage and salary (03)
- 3C)** Explain different types of orientation program (03)
- 4A)** Differentiate between Fair wage and living Wage (03)
- 4B)** Explain the Features of Absenteeism (03)
- 4C)** Explain Various methods to settle Industrial Disputes (04)
- 5A)** Briefly discus the factors considered for good Industrial relations (05)
- 5B)** What are the objectives of collective bargaining? Explain the guidelines required for success of Collective bargaining (05)

**6A)** Briefly discuss the Workers participation in management **(05)**

**6B)** Define Discipline. Explain domestic enquiry procedure for handling  
indiscipline **(05)**