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MANIPAL INSTITUTE OF TECHNOLOGY
Manipal University, Manipal – 576 104



V SEM. B.E.(I.P ENGG.) DEGREE EXAMINATIONS
NOV/DEC 2015

SUBJECT: PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS
(MME321)
REVISED CREDIT SYSTEM

Time: 3 Hours.

MAX.MARKS: 50

Instructions to Candidates:

❖ Answer **ANY FIVE FULL** questions.

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| 1A) Define Human Resource Management | (02) |
| 1B) Explain in Detail Human Resource Management process. | (03) |
| 1C) Explain the challenges of HRM in Indian economy. | (05) |
| 2A) Explain the principles of job evaluation programs. | (03) |
| 2B) Explain the Ranking and Grading methods of Job Evaluation. What are their relative advantages and disadvantages. | (05) |
| 2C) What do you mean by Lateral Transfers | (02) |
| 3A) Explain any two Theories of wage and salary administration | (04) |
| 3B) Define the term Promotion, Demotion and Transfer | (03) |
| 3C) Differentiate between Internal and external Recruitment | (03) |
| 4A) What is performance rating? Explain any one method of performance rating | (03) |
| 4B) How do you measure rate of Absenteeism in industrial organization | (03) |
| 4C) Explain various methods of training | (04) |
| 5A) Define Industrial Relations. What are its objectives? | (03) |
| 5B) List out the functional requirements for successful Industrial relation program. | (03) |
| 5C) What are the causes for poor Industrial relations? Discuss them in brief | (04) |

6A) Explain the following

1) Work Committee

2) Joint management council

3) Role of Trade Union in India **(1+1+2)**

6B) Briefly discuss why Collective bargaining process is required in India **(02)**

6C) Explain the model Grievance handling system in the organization. **(04)**