

Exam Date & Time: 06-May-2024 (02:30 PM - 05:30 PM)



MANIPAL ACADEMY OF HIGHER EDUCATION

SIXTH SEMESTER B.TECH END SEMESTER EXAMINATIONS, MAY 2024
PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS [MME 4054]

Marks: 50

Duration: 180 mins.

A

Answer all the questions.

Instructions to Candidates: Answer ALL questions Missing data may be suitably assumed

- 1) Explain the human resource planning process with suitable block diagram (4)
 - A)
 - B) List and explain four methods used to collect data for job analysis (3)
 - C) Give a list of the qualities of a reliable Personnel Management system (3)
- 2) Use a relevant block diagram to illustrate the steps involved in the selection process (4)
 - A)
 - B) Describe the procedures of an unionised organization's grievance redressal system using an appropriate block diagram (3)
 - C) Describe the four methods for gathering grievances from employees (3)
- 3) List and explain any eight purposes of the transfer (4)
 - A)
 - B) How disciplinary action is carried out in an organization (3)
 - C) Explain any six issues which hinder the implementation of disciplinary action in an organization (3)
- 4) What are the merits and demerits of time and piece wage system (4)
 - A)
 - B) Give a list of the measures that will improve industrial relations and explain them (3)
 - C) Discuss about industrial disputes briefly (3)

- 5) How modern method of performance appraisal is different from traditional method of performance appraisal, explain with suitable examples (4)
- A)
- B) List the requirements of a successful trade union (3)
- C) Discuss sociological, psychological, and human relation approaches towards industrial relations (3)

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