

Code: 9FHS201

MCA II Semester Regular & Supplementary Examinations August 2014

**ORGANIZATION STRUCTURE & PERSONNEL MANAGEMENT**

(For students admitted in 2009, 2010, 2011, 2012 & 2013 only)

Time: 3 hours

Max. Marks: 60

Answer any FIVE questions  
All questions carry equal marks

\*\*\*\*\*

1. (a) Discuss the scope and advantages of authority in organizations.  
(b) Explain different levels of authority in organizations.
2. (a) Discuss the role of behaviour in organizations.  
(b) Explain the impact of each financial motivator on the employee behaviour.
3. (a) What are the steps involved in development of corporate strategy?  
(b) What are the deterministic and probabilistic models of decision making?
4. (a) Discuss the main features of an effective personnel policy.  
(b) Explain the duties and responsibilities of personnel manager.
5. (a) What is transfer?  
(b) What are the chief features of an effective transfer policy?  
(c) Explain the advantages of manpower forecasting.
6. (a) Discuss the steps in training process.  
(b) Explain the definition of performance appraisal and give its scope.
7. (a) Define personality and explain its role in organizations.  
(b) Explain different theories of personality.
8. (a) Define and discuss the scope of total quality management.  
(b) Give a detailed note on people capability maturity model.

\*\*\*\*\*