



**UA-3548**  
**Third Year B. B. A. (Sem. VI) Examination**  
**March/April – 2012**  
**Advanced Personnel Management**

Time : 3 Hours]

[Total Marks : 70

**Instruction :**

(1)

<p>नीचे दृशविल निशानीवाणी विगतो उत्तरवडी पर अवश्य लपवी. Fillup strictly the details of signs on your answer book.</p> <p>Name of the Examination :</p> <p><b>Third Year B. B. A. (Sem. 6)</b></p> <p>Name of the Subject :</p> <p><b>Advanced Personnel Management</b></p> <p>Subject Code No. : <b>3</b> <b>5</b> <b>4</b> <b>8</b> Section No. (1, 2,.....) : <b>Nil</b></p>	<p>Seat No. :</p> <table border="1" style="width: 100%; height: 20px;"><tr><td style="width: 15%;"></td><td style="width: 15%;"></td><td style="width: 15%;"></td><td style="width: 15%;"></td><td style="width: 15%;"></td><td style="width: 15%;"></td></tr></table> <div style="border: 1px solid black; border-radius: 15px; height: 60px; display: flex; align-items: center; justify-content: center; margin-top: 10px;">Student's Signature</div>						

(2) All questions are **compulsory**.

(3) Figures to the **right** indicate full marks for that question.

1 State the objectives of HRM. Discuss how the modern Human Resource Management is different from the traditional Personnel Management approach. **10**

2 Define 'Human Resource Audit'. How is it conducted ? State the benefits of carrying out H R Audit in an organization. **10**

**OR**

2 Explain H R Research in context to its meaning, characteristics, objectives and desirability. **10**

3 State the effects of excess manpower. Also discuss the procedure for VRS. **10**

4 Write short notes : (any two) **10**

(a) HRD in Indian Industry

(b) Assumptions in planning and designing HRD mechanisms

(c) Significance of HRD.

- 5** Answer the following : (any **two**) **20**
- (a) Explain Occupational Hazards and discuss its various types.
  - (b) Define 'Stress'. List down at least four occasions when employees in an industrial undertaking are exposed to stress. Also write a detailed note on 'Work-stress and Personality'.
  - (c) Define 'Industrial Injury' and 'Disablement'. Discuss the causes of accidents.
  - (d) What are Occupational Diseases ? List down the measures taken by an organization to protect their employees against occupational diseases.
- 6** Answer in brief : (any **five**) **10**
- (a) What is Empowerment ?
  - (b) State any four characteristics of organization culture existing in creative and innovative organizations.
  - (c) List down any four human factors which promote innovation and creativity.
  - (d) List down the barriers to Empowerment.
  - (e) List down the four "Empowerment Dimensions" by Thomas and Velthouse. Discuss any one of them.
  - (f) What actions can management take to empower their employees ? Give any four points.
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