

Code :9FHS201

M.C.A-II Semester Supplementary Examinations, January 2011
ORGANIZATION STRUCTURE & PERSONNEL MANAGEMENT
(For students admitted in 2009-2010 only)

Time: 3 hours

Max Marks: 60

Answer any FIVE questions
All questions carry equal marks

1. (a) Write are the features of management as a system.
(b) Explain with examples how some of the progressive companies carry out their social responsibilities.
2. Explain departmentation and decentralization with examples. Bring out the differences between them.
3. (a) With examples explain the probabilistic and deterministic models of decision making in the context of management.
(b) Are choices for managers in decision making always clear? Justify your answer.
4. (a) Bring out the role of HR manager as staff manager within an organization.
(b) What are the objectives of personnel management?
5. (a) What are the problems in manpower forecasting for multi-national organization engaged in software development business?
(b) What is job specification? Draw up a job specification for system administrator of small organization.
6. (a) What is performance appraisal and what are its objectives?
(b) What are the various techniques of off the job training?
7. What is the importance of transactional analysis in communication and personality development?
8. (a) Explain how balance score card approach can be useful in developing an organization.
(b) What are the significances of various levels of people capability maturity model?
