

M.S.W Examination, 2015
Semester-IV
Paper – OP-5
(Human Resource Management)

Time: 3 Hours

Full Marks: 80

Questions are of value as indicated in the margin.

Answer *any five* questions.

1. Define human resource management. What are the changes found in its focus when compared to traditional concept of personnel management? 6+10=16
 2. What are the characteristics of a good leader? What are the types and styles of leadership found in organisations? 6+10=16
 3. What is workers' participation in management? Briefly describe the scheme of workers' participation in management in India. 6+10=16
 4. Define employee motivation. Describe three major theories of motivation you think relevant to modern organisations. 4+12=16
 5. What do you mean by communication in industry? What are the channels of communications used in industrial organisations? What are the barriers in communication? 5+5+6=16
 6. Define wages. What are the times and periods of wages payment? What are the authorized deductions under the Payment of Wages Act – 1936? 4+4+8=16
 7. Define unorganised sector. What are the social security measures initiated by government and non-government organizations in India? 6+10=16
 8. Write short notes on *any two* of the following: 8×2=16
 - (a) Organising and directing.
 - (b) Procurement and development.
 - (c) Payment of gratuity.
 - (d) Payment of bonus.
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