

**R13****Code No: 812AH****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MCA II Semester Examinations, August - 2017****ORGANIZATION STRUCTURE AND PERSONNEL MANAGEMENT****Time: 3hours****Max.Marks:60****Note:** This question paper contains two parts A and B.

Part A is compulsory which carries 20 marks. Answer all questions in Part A. Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 8 marks and may have a, b, c as sub questions.

**PART - A****5 × 4 Marks = 20**

- 1.a) Differentiate 'Authority' from Delegation of Authority. [4]
- b) Amplify the concept Personnel Function. [4]
- c) List out the Problems that take place while preparing Manpower Planning. [4]
- d) Explain the Concept of 'Core Competency'. [4]
- e) Bring out the Importance of Communication in Organizations. [4]

**PART - B****5 × 8 Marks = 40**

2. Discuss briefly the evolution and development of Management Thought. [8]
- OR
3. What are the different strategies of Leadership? Conduct a Critical Appraisal of the same. [8]
4. What are the Line and Staff Functions in the Personnel Management of an Organization? Give examples. [8]
- OR
5. What are the Duties and Responsibilities of Personnel Manager? Elaborate. [8]
- 6.a) What do you understand by Man Power Planning?
- b) Discuss in detail the procedure to be adopted for compiling the plan. [4+4]
- OR
7. What do you understand 'Career Planning'? What are its objectives and advantages? [8]
- 8.a) What is SWOT Analysis? How is it different from a traditional plan?
- b) How does it help in developing Strategic Plan? [4+4]
- OR
9. Describe the different phases of Planning in Strategic Management? Give examples.[8]
10. Define Communication. What is the specialty of IT in fostering effective communication in an Organization? [8]
- OR
11. What are Organizational Stresses? What are the individual stress coping strategies?[8]