



ADAMAS UNIVERSITY
END SEMESTER EXAMINATION
 (Academic Session: 2020 – 21)

Name of the Program:	M.Tech. (Construction Engineering & Management)	Semester:	II
Paper Title:	Construction Personnel Management	Paper Code:	CEM21010
Maximum Marks:	50	Time Duration:	3 Hrs
Total No. of Questions:	17	Total No of Pages:	02
(Any other information for the student may be mentioned here)	1. At top sheet, clearly mention Name, Univ. Roll No., Enrolment No., Paper Name & Code, Date of Exam. 2. All parts of a Question should be answered consecutively. Each Answer should start from a fresh page. 3. Assumptions made if any, should be stated clearly at the beginning of your answer.		

Group A Answer All the Questions (5 x 1 = 5)			
1	Personnel management is also called as a) Personnel Administration; b) Manpower management; c) Both (a) and (b); d) None of the above	R	CO1
2	The following is not a function of Personnel management a) Training and development of manpower; b) Recruitment and selection of manpower; c) Wages and salary administration; d) Production, Planning and control	R	CO2
3	Which of the following is a benefit of employee training? a) Improves morale; b) Helps people identify with organisational goals; c) Provides a good climate for learning, growth and co – ordination; d) None of the above	R	CO3
4	Which of the following is a disadvantage of social responsibility? a) Possession of resources; b) Ethical obligation; c) Public image; d) Violation of profit maximisation	R	CO4
5	Which of these is a hindrance to effective training? a) Career planning workshop; b) Aggregate spending on training is inadequate; c) Mentoring; d) Career counselling	R	CO5
Group B Answer All the Questions (5 x 2 = 10)			
6 a)	What are the requirements of a good organization?	R	CO1

(OR)			
6 b)	Discuss directing of manpower.	R	CO1
7 a)	What are the requirements of a good organization?	R	CO2
(OR)			
7 b)	Explain the meaning of staffing.	R	CO2
8 a)	Define motivation.	R	CO3
(OR)			
8 b)	State the need for organization.	R	CO3
9 a)	Discuss HRA benefit.	U	CO4
(OR)			
9 b)	What is group insurance?	R	CO4
10 a)	State Legally Required payments.	U	CO5
(OR)			
10 b)	What do you mean by performance appraisal?	R	CO5
Group C			
Answer All the Questions (7 x 5 = 35)			
11 a)	How to estimate manpower requirement?	U	CO1
(OR)			
11 b)	What are the factors influencing manpower planning process?	R	CO1
12 a)	State the methods of recruitment.	R	CO2
(OR)			
12 b)	Explain selection procedure.	R	CO2
13 a)	Explain the objectives of motivation.	U	CO3
(OR)			
13 b)	Illustrate different techniques of motivation.	U	CO3
14 a)	Explain the concept of performance appraisal.	R	CO4
(OR)			
14 b)	Describe the safety measurements of construction personnel.	R	CO4
15 a)	Identify preventive health & wellness benefit.	AP	CO4
(OR)			
15 b)	Write short note on transportation benefit.	U	CO4
16 a)	State the main purpose of performance rating system.	R	CO5
(OR)			
16 b)	Discuss the purposes of employee benefits.	R	CO5
17 a)	Differentiate human resource management and personnel management.	Ap	CO5
(OR)			
17 b)	Write short note on Voluntary Retirement.	U	CO5