

Krishna Kanta Handiqui State Open University

MA 4th Sem. Examination, 2014

Subject : Political Science

Public Personnel Administration Paper - 15

Time : 3 Hrs.

Full Marks : 80

1. Answer any five from the following questions 2×5 =10
(each within 50 words)
- Provide a suitable definition of Public Personnel Administration.
 - Mention any two advantages of direct recruitment.
 - What is meant by 'Classification'?
 - Mention any two services considered as 'All India Service' as per the rules framed under Govt. of India Act, 1919.
 - Mention the two main principles followed in promotion process in India.
 - Define the concept of accountability.
 - What is a 'confidential report'?
2. Answer any three from the following questions 4×3 =12
(each within 100 words)
- Mention any four functions of Personnel Management in the modern state.
 - Mention the constitutional provisions for protection of independence of Public Service Commission in India.
 - Mention four basic steps employed in development of classification plan.
 - Discuss the provisions of the Government of India Act of 1935 relating to civil services.

- Mention any four objectives of training for civil servants as identified by the Assheton Committee Report (1944).
3. Answer any three from the following questions 6×3 =18
(each within 250 words)
- Discuss the challenges in development faced by Public Personnel Administration.
 - Discuss the problems of recruitment system in India.
 - Discuss the merits and limitations of the system of rank classification.
 - Examine the problems encountered in the recruitment process.
 - Examine the institutions for training of civil servants in India.
4. Answer any four from the following questions 10×4 =40
(each within 400 words)
- Discuss the changing profile of personnel administration in the age of globalization.
 - Discuss the various methods for training of civil servants.
 - What is position classification? Discuss the advantages and limitations of this system of classification.
 - Discuss the policy and procedure of reservation in services in India and examine the impact of reservation.
 - Examine critically the types and techniques of training for civil servants.
 - Discuss critically the issues of anonymity and neutrality of civil servants with special reference to 'neutrality versus commitment'.