

2013

**MSW Part II
SPECIAL PAPER**

PAPER—XIV

Full Marks : 100

Time : 4 Hours

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

Illustrate the answers wherever necessary.

Write answers to each paper in separate books.

**LABOUR WELFARE, INDUSTRIAL RELATIONS
AND PERSONNEL MANAGEMENT**

Answer any ten questions.

1. Discuss the principles of scientific management of F.W. Taylor, write its relevance in today's business scenario. 10
2. Distinguish between Off-the job and On-the Job training methods. Discuss any three Off-the Job training methods. 10

(Turn Over)

3. What are the benefits of performance appraisal? Discuss the different modern techniques of performance appraisal.
4+6
4. Distinguish between :
- (a) Job Description and Job Specification.
 - (b) Job Enlargement and Job Enrichment.
- 5+5
5. Based on the present activity of management, how will a manager make his task effective?
10
6. What are the objectives of human resource planning (HRP)? Discuss the various steps of HRP.
5+5
7. Discuss the various sources of recruitment in an organisation.
10
8. Indicate the basic difference between HRM and HRD? Briefly discuss the various competency challenges in HRM.
5+5
9. It is stated that promotion policy should be based merit or seniority. Which one will be more effective according to your assessment.
10

~~10.~~ Define training. State the steps followed in designing a training programme.

2+8

11. Discuss the various stages in the disciplinary procedure in an Indian organisation.

10

12. Discuss the contribution of Douglas McGregor in an organization. Explain the Human Relations approach to organisation behaviour.

5+5

13. Define counselling. Discuss the different skills and techniques required in counselling.

2+8

14. Write short notes (any *two*) of the following : 5+5

(a) Exparte enquiry ;

(b) Positive discipline. ;

(c) Traditional Techniques of appraisal ;

(d) Barriers to communication.

MENTAL HEALTH AND COUNSELLING

Answer any ten questions.

1. Discuss the need and efficacy of counselling in the Indian context.
10
2. What is meant by 'professional burn out'? In this context write an essay on different aspects which need special evaluation to qualify as a counsellor.
2+8
3. What are the characteristic of voluntary and non-voluntary clients? What steps in counselling should be taken to motivate a non-voluntary client who is a drug addict?
5+5
4. A client aged 57 years was recently diagnosed with last stage of cancer. What will be your counselling approach for him? Justify your answer.
10
5. Write an essay on reality therapy.
10
6. Educational counselling should not only deal with the students but it also has a broader purview. If you agree, then justify.
10
7. Discuss briefly the importance of case formulation in the context of cognitive behaviour therapy.
10

- ~~8. What are the stages of group counselling.~~ 10
9. From the perspective of a social worker discuss the probable problems faced by a person with AIDS. How do you observe your role as a social worker towards the issue. 10
10. Differentiate between the following (any two) : 5×2
- (a) Yoga and daily thought record.
 - (b) Shaping and Fading
 - (c) Group counselling and individual counselling.
 - (d) Short-term and long-term goals in counselling.
11. What is the requirement of family counselling in Mental Health Counselling? Support your answers with relevant examples. 10
12. Write a note on the theory that supports client centered therapy. 10
13. What is counselling? Differentiate between counselling and psychotherapy. Define the stages of counselling. 2+2+6
14. Write notes on any two of the following : 5×2
- (i) Rapport building ;
 - (ii) Role play ;
 - (iii) Behaviour modification ;
 - (iv) Psycho education.

WOMEN'S WELFARE AND DEVELOPMENT

Answer any ten questions.

1. State the provisions in the Indian Constitution that safeguard the interest of women.

10

2. What are the conditions of a valid marriage under the special Marriage Act 1954 ?

What is the duty of the marriage officer in regard to solemnisation of marriages under the Act ?

2+8

3. State the welfare provisions provided by the West Bengal Government for the welfare of women.

10

4. State the provisions of the Hindu Succession Act 1956 that safeguard the interests of women.

10

5. Mention the provision of the Hindu Adoption and Maintenance Act 1956 by a female Hindu.

10

6. Write a note on the Maternity Benefit Act 1961.

10

- ~~7.~~ What, according to you, are the various problems faced by women working in self-help groups? Do self-help groups really help in prevancial well being of women?
10
8. Discuss the problems faced by woman workers in the unorganised sector.
10
9. The poor health profile of women has its roots in social, economic and cultural deprivation. Do you agree? If yes, give reasons for your answer.
10
10. What are the problems faced by women if they want to participate in politics? Give reasons for your answer.
10
11. Discuss briefly the activities of a material and one international organisation working in the field of women's welfare and development.
5+5
12. What do you mean by feminisation of poverty? What measures could be adopted to improve the women's economic participation.
4+6
13. Do you think that welfare measures and legal provisions can enhance the status of women? Give your opinion in short.
10

14. Write short notes on any two of the following :. 5+5

- (a) Rashtriya Mahila Kosh;
 - (b) Function of a Family Court;
 - (c) Free legal aid.
 - (d) Equal Remuneration Act 1971.
-