

BPAC-105

**BACHELOR OF ARTS (HONOURS)
(BAPAH)**

ASSIGNMENT

**For the students enrolled in
July 2021 and January 2022 sessions**

COURSE CODE: BPAC 105

PERSONNEL ADMINISTRATION



**SCHOOL OF SOCIAL SCIENCES
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI-110068**

Dear Student,

As we have informed you in the Programme Guide, evaluation at IGNOU consists of two parts: i) continuous evaluation through assignments, and ii) term-end examination. In the final result, assignments of a Course carry 30% weightage while 70% weightage is given for term-end examination.

You will have to do three Tutor Marked Assignments (TMA) for a six credit course and two TMAs for a four credit course. This Assignment booklet has TMAs for the core course **BPAC- 105 – Personnel Administration**, which is a six credit course. The booklet therefore has three TMAs whose total marks add up to 100 and carry a weightage of 30 %.

Assignment A has Descriptive Category Questions (DCQs). These are meant for writing essay type answers, with an introduction and a conclusion. These are intended to test your ability to describe your understanding/knowledge about the topic in a systematic, to-the-point and coherent manner.

Assignment B has Middle Category Questions (MCQs). These questions require you to first analyse the topic in terms of arguments and explanations and then write the answers in a concise manner. They are meant to test your ability to distinguish, compare and contrast, or clear understanding of the concepts and processes.

Assignment C has Short Category Questions (SCQs). These questions are meant to improve your skill of recall in brief the relevant/precise information about persons, writing, events, or clear understanding of concepts and processes.

Before you attempt the assignments, please carefully read the instructions provided in the Programme Guide. It is important that you write the answers to all the TMA questions in your own words. Your answers should be within the approximate range of the word-limit set for a particular section. Remember, writing answers to assignment questions will improve your writing skills and prepare you for the term-end examination.

As mentioned in the Programme Guide, you need to submit all the assignments within the stipulated time for being eligible to appear in the term-end examination.

Submission of the completed assignments:

Admission batch	Last date of submission	Place of submission
For the students enrolled in July 2021	30 th April 2022	Coordinator of the student's Study Center
For the students enrolled in January 2021	31 st October 2022	

You must obtain a receipt from the Study Centre for the submitted assignments and retain it. If possible, keep a xerox copy of the assignments with you.

The Study Centre will have to return the assignments to you after they are evaluated. Please insist on this. The Study Centre has to send the marks to the Student Evaluation Division at IGNOU, New Delhi.

We expect you to answer each question as per guidelines for each category as mentioned in the assignment. You will find it useful to keep the following points in mind:

- 1) **Planning:** Read the assignments carefully, go through the Units on which they are based. Make some points regarding each question and then rearrange them in a logical order.
- 2) **Organisation:** Be a little selective and analytic before drawing up a rough outline of your answer. Give adequate attention to your introduction and conclusion.
Make sure that your answer:
 - a) is logical and coherent;
 - b) has clear connections between sentences and paragraphs, and
 - c) is written correctly giving adequate consideration to your expression, style and presentation.
- 3) **Presentation:** Once you are satisfied with your answer, you can write down the final version for submission, writing each answer neatly and underlining the points you wish to emphasise. Make sure that the answer is within the stipulated word limit.

Wish you all the best!

**Discipline of Public Administration
SoSS, IGNOU, New Delhi**

BPAC-105: PERSONNEL ADMINISTRATION

Tutor Marked Assignments

Course Code: BPAC- 105
Assignment Code: ASST/TMA/July 2021 & January 2022
Total Marks: 100

Assignment A

Answer the following in about 500 words each.

1. Discuss the various functions of personnel administration. 20
2. Examine the growth of employee unions. 20

Assignment B

Answer the following questions in about 250 words each.

3. Briefly describe the merits and demerits of bureaucracy. 10
4. Write a note on the essentials of good recruitment system. 10
5. Discuss the principles of pay fixation. 10

Assignment C

Answer the following questions in about 100 words each.

6. What are the functions of UPSC? 6
7. Give a brief overview on the Department of Personnel and Training. 6
8. Explain induction training. 6
9. What are the advantages and limitations of Administrative Tribunals? 6
10. What do you understand by performance management? 6