DURATION: 2 ½ HOURS   E721100OBHRM   MARKS: 75
NOTE:
- All questions are compulsory.
- Figures to the right indicate full marks.
- All questions carry equal marks.

Q.1 A. Select the correct alternative out of the option given below:- (ANY 8)   (8M)

1). The study of people in relation to their social environment or culture is called _____ .
   a) sociology   b) psychology   c) anthropology   d) social psychology

2). Partnership is at the heart of _____ model.
   a) autocratic   b) supportive   c) collegial   d) technology

3). There are _____ key parts of the communication process.
   a) six   b) seven   c) eight   d) nine

4). _____ communication is described as information flowing from lower level to higher level within an organization.
   a) Lateral   b) upward   c) downward   d) grapevine

5). _____ is the tendency of the receiver to process information based on their interests, backgrounds, Experience and attitudes .
   a) conflicts   b) dysfunctional   c) information avoidance   d) selective perception

6). _____ are deeply in grained assumptions generalizations.
   a) systems thinking   b) mental models   c) physical models   d) matrix

7). _____ is credited for the development of management by objectives.
   a) Peter Drucker   b) Haw Thorne   c) Elton Mayo   d) Greert Hofstede

8). _____ strategy emphasizes tight cost control, avoidance of unnecessary innovation or marketing expenses and price cutting.
   a) price - minimization   b) price avoidance   c) marketing control   d) cost - minimizatior .

9). The _____ view of conflict belived that all conflict is harmful and must be avoided.
   a) modern   b) improvement   c) traditional   d) focused

10). _____ is defined as the set of assumptions, beliefs, values and norms that are shared by an organization's Members.
   a) organizational culture   b) holistic approach   c) personal behaviour   d) group assumptions.

Q.1 B. State whether the following statements are True or False. (ANY7)   (7M)

1). Organizational behavior expects managers to have a holistic approach.
2). The employees of modern organizations are very different from those in the past.
3). There is no need for organizations to innovation and change.
4). The S in the S-O-B-C model stands for similarity.
5). Electronic communication is very slow in nature.
6). Communication provides information to people.
7). Decent tradition refers to the degree to which decision making is concentrated at a single point in the organization.
8). The scope of HRM includes HRP.
9). An Assessment center is a place specially designed for appraisal.
10). The resolution focused view of conflict believed that all conflicts is harmful and must be avoided. .

Q.2. Answer the following:-
A). Explain in brief the fundamental concepts of OB about the nature of people.   (8M)
B). What measures can managers take to create an ethical organizational culture.   (7M)
                              or
C). Explain the challenges of modern organizations   (8M)

D). Explain the difference between human relation and organizational behavior. (7M)

Q.3. Answer the following:-
    A). Explain in brief the process of communication.   (8M)
    B). Explain in brief the different types of separation?   (7M)
<div align="center">or</div>
    A). What are the different characteristics of learning organizations ?   (8M)
    B). Explain in brief the importance of good time management?   (7M)

Q.4. Answer the following:-
    A). Define HRM. What are objectives of human resource management?   (8M)
    B). Explain the importance of human resource management?   (7M)
<div align="center">or</div>
    A). Explain in detail the scope of human resource planning?   (8M)
    B). What are the factors affecting human resource planning?   (7M)

Q.5. Answer the following:-
    A). What are the various problems encountered in performance appraisal?   (8M)
    B). Describe employees welfare measures and state it's types?   (7M)

<div align="center">or</div>

Q.5. Write short notes on :- (Any 3)   (15M)
    1). Objectives of Fringe Benefits
    2). Objectives of Wage and Salary administration
    3). Career Stages
    4). Determinations of incentives
    5). Advantages of incentives