

Time: - 2hrs 30 min

Marks: - 75

Instructions:-1) All questions are compulsory subject to internal choices

2) Figures to the right indicate full marks

Q1 a) Fill in the blanks with appropriate choice. (Any 8) (8 marks)

- i) \_\_\_\_\_ helps organisation in utilizing human resource for achieving organisational effectiveness.  
a) O. D b) O. B c) HRD d) Organisation culture
- ii) Societies with \_\_\_\_\_ characteristics place more emphasis on materialistic goods, career, money etc.  
a) Masculine b) Feminine c) High power distance d) Low power distance
- iii) \_\_\_\_\_ means degree to which the group members are attracted to each other and remain within the group.  
a) Group norm b) Group cohesion c) Group conflict d) Group leadership
- iv) \_\_\_\_\_ is the process of constructing and adjusting an organisations structure to achieve its goals.  
a) Organisation Behaviour b) Organisational culture c) Organisation design  
d) Organisation Development
- v) \_\_\_\_\_ is the failure, refusal or inability of an employer to give employment to workmen  
a) Layoff b) Resignation c) Retirement d) Suspension
- vi) \_\_\_\_\_ implies the suitability of different candidates for jobs in organisation and choosing the most appropriate people.  
a) Recruitment b) Selection c) Training d) Development
- vii) \_\_\_\_\_ involves estimating manpower needs and formulating plans to meet these needs.  
a) HRD b) HRP c) HRM d) O.B
- viii) In \_\_\_\_\_ techniques the multiple rates are involved in evaluating performance of employees

- a) 360 degree appraisal b) Ranking method c) BARS d) Forced distribution method
- ix) \_\_\_\_\_ are the areas which are of crucial importance for the organisation  
a) KRA's b) Conflicts c) HRD d) Performance Management
- x) \_\_\_\_\_ are variable rewards granted to employees according to variations in their performance.  
a) Bonus b) Allowances c) Incentives d) Basic Pay

Q1 b) State True or False :- (Any 7) (7 marks)

- i) O.B is concerned with the understanding, prediction and control of human behaviour in organisations.
- ii) In custodial model, the managerial orientation is towards use of power.
- iii) Avoidance is one of the conflict resolution technique
- iv) Learning organisation is one which facilitates learning of all its members continuously.
- v) Grapevine does not exist in all organisations
- vi) Human resource development helps in avoiding shortage or surplus of personnel in organisation.
- vii) Wage and Salary administration is compensation function of HRM.
- viii) The focus of performance appraisal is on employee development.
- ix) Allowances are types of fringe benefits received by employees.
- x) Career Planning is managerial techniques for mapping out entire career of young employees.

Q2) Define O.B. Explain its features and significance in modern organisation (15 marks)

OR

Q2) a) Explain in brief evolution of O.B (8 marks)

Q2) b) What is cross cultural dynamics. Explain any 2 dimensions of cultural diversity. (7marks)

Q3) What is separation? Explain in brief forms of separation. (15 marks)

OR

- Q3) a) Explain the term learning organisation .What are its features? (8 marks)
- Q3 b) Explain in brief Time Management Strategies. (7 marks)
- Q4) What is HRM? State its objectives and explain its scope. (15 marks)

OR

- Q4) a) Explain in brief functions of HRD. (8 marks)
- Q4) b) What are factors influencing HRP ? (7 marks)
- Q5) Define Performance appraisal. Explain in brief 2 traditional methods and 2 modern methods of performance appraisal (15 marks)

OR

- Q5) Write short notes on :- (Any 3) (15 marks)
- a) Components of Pay structure
  - b) Career stages
  - c) Conflict management techniques
  - d) SOBC model
  - e) Organisational communication barriers.