

19/3/24 ATUT

Subms (OB+HRM/CO3)

DURATION: - 2 1/2 hrs

53H2081123

MARKS:- 75

Note: - (1) All questions are compulsory.

(2) All questions carry equal marks.

(3) Figures to the right Indicate full marks.

Q.1 A) Fill in the blanks with appropriate words.(Any 8)

(CO1,2,3(R) 8M

- 1 The science that seeks to measure explain and sometime change the behavior of human and animals is called _____.
a) Phychology b) Sociology c) Anthropology d)Science
- 2 _____ is defined as the set of assumption ,beliefs,values and norms that are shared by an organizations members.
a) Organizational Learning b) Organizational Culture c) Power d)Collectivism.
- 3 In _____ model,the managerial approach towards employees is very dictatorial in nature.
a) Supportive b)Collegial c) Structure d)Autocratic..
- 4 _____ is the tendency of the receiver to process information based on their interestd, backgrounds, experience and attitudes.
a)Filtering b) Information overload c) Selective perception d) Information underload.
- 5 An organization with a _____ structure combines two forms of departmentalization,functional and product.
a)Matrix b) Mental models c) Systems thinking d) Learning labs.
- 6 _____ is credited for the development of Management by objectives.
a)Henry Fayol b)Peter Drucker c) Koonz and D'Donnell d)F.W.Taylor.
- 7 _____ strategy emphasizes tight cost controls,avoidance of unnecessary innovation or marketing expense and price cutting.
a)Matrix b)Mental models c)System thinking d)Cost-minimization.
- 8 _____ relates to hoe the work gets done.
a)Task conflict b)Relationship conflict c)Process conflict d)Production conflict.
- 9 _____ are small –scale models of real –life settings.
a)Learing labs b)Matrix c)Mental models d)System.
- 10 National cultures with ____ orientation emphasize more on the past and present.
a)Long term b)Short term c)Masculine d)Feminine.

Q.1 B) State whether following statements are True or False (Any 7)

CO-1,2,3(R) 7M

- 1 Each individual is unique and differnet .
- 2 There is no need for organization to innovate and change.
- 3 Group behavior is not merely a sum of individual behaviors.
- 4 Grapevine is controlled by management.

- 5 Centralization refers to the degree to which decision making is concentrated at a single point in the organization.
- 6 The scope of HRM does not includes HRD .
- 7 In central tendency ,the rater tends to play safe and they avoid giving either very high or low ratings. .
- 8 There are only formal channels of communication in organizations.
- 9 Modern managers face the challenge of improving quality and productivity.
- 10 Electronic communication is very slow in nature.
- Q.2 A) What are the different levels at which OB studies the behavior of people? CO-1,(R) **8M**
- (B) What measures can managers take to create an ethical organizational culture? CO-2,(U) **7M**
- OR
- (C) Explain in brief the different forces that affect modern organizations CO-1,2(R) **8M**
- (D) Explain the importance of OB. CO-3(U) **7M**
- Q.3 A) Define communication .What are the different barriers to communication ? CO-1(U) **8M**
- (B) Explain the common ways of time wastage. CO-3(R) **7M**
- OR
- C) Outline the different factors that affect organization design. CO-2 (U) **8M**
- D) Explain in brief the different types of separation. CO-3(R) **7M**
- Q.4 A) Explain the scope of Human Resource Management CO-3(U) **8M**
- (B) What are the various factors affecting Human Resource Planning? CO-2,3(U) **7M**
- OR
- (C) What are the objective of HRD ? CO-3(R,U) **8M**
- (D) Explain the significanace of Human Resource planning. CO-2,3(U) **7M**
- Q.5 A) Define performance appraisal and discuss its uses. CO-2(U) **8M**
- B) What are the advantages and disadvantages of incentives CO-3(R) **7M**
- OR
- Q5 C) Write short note. (Any 3) CO 1,2,3 (U,AN) **15M**
- 1 Fringe Benefits.
- 2 Human Relations and Organizational bahaviour
- 3 Upward Communication.
- 4 Career Planning and Development.
- 5 MBO.
