

Note : 1) All questions are compulsory.

2) Figures to right indicate full marks.

Q.1.A. Match the following :- (Any 7/10)

7 M

- 1) _____ is often referred to as "The Father of Scientific Management".
a) Fredrick W. Taylor b) Henry Fayol c) Hawthorne
- 2) _____ analysis is a process of determining whether potential actions will have net positive by net negative effect.
a) Profit b) Loss c) Cost-benefit
- 3) Partnership is at the heart of _____ model.
a) Automatic b) SOBC c) Collegial
- 4) The _____ theory / model is driven by the assumptions of Theory Y.
a) Supportive b) Understanding c) Environment
- 5) _____ is the degree to which people expect others in groups of which they are a part to look after them and protect them.
a) Complex b) Challenge c) Collectivism
- 6) In _____ cultures, there are separate roles for men and women in the society.
a) Masculine b) Feminine c) Organizational
- 7) The last step in the communication process is _____.
a) Feedback b) Encoding c) Decoding
- 8) There are _____ key parts of communication process.
a) Eight b) Seven c) Six
- 9) _____ are small scale models of real life settings.
a) Matrix b) Learning Labs c) Mental Models
- 10) _____ appraisal makes uses of personality tests.
a) Psychological b) Physical c) Mental

Q.1.B State whether the following statement is True or False :- (Any 8/10)

8 M

- 1) An assessment center is a place specially designed for appraisal.
- 2) HRD is also known as Manpower Planning.
- 3) Formalization is the degree to which jobs within the organization are standardized.
- 4) Communication provides information to people.
- 5) OB is interdisciplinary nature.
- 6) Organizational Culture and Organizational Climate are the same.
- 7) The S in S-O-B-C models stands for similarity.
- 8) Electronic communication is very slow in nature.
- 9) HRD is a futuristic and continuous process.
- 10) In Leniency error the appraiser perceives two traits or behavior to be logically related to each other.

Q.2. Attempt Any 1. 15 M
1) How OB helps managers to meet challenges in modern organizations and explain goals of OB.

OR

2) Explain individual and Groups Behavior & state the forces affecting individual & group Behavior.

Q.3. Attempt Any 1 15 M
1) Explain what do you mean by learning? How to build learning organization and characteristics of learning.

OR

2) Explain Human Resource Planning concept and State factors and objectives of Human Resource Planning.

Q.4. Attempt Any 1 15 M
1) Explain the concepts of Fringe benefit and state objectives and types of fringe.

OR

2) Define incentives and explain types and determinants of incentives plans.

Q.5. Short Notes (Any 3 / 5) 15 M
1) System of Wages & Payment
2) Human Relations in OB
3) Process of Communication
4) Reward through promotion
5) Methods of performance appraisal
