

S.Y. BMS Sem-III OB&HRM.

DURATION: - 2½ 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.1a) Fill in the blanks .(Any 8)

CO-1(R) 8M

- 1 In _____ cultures, there are separate roles for men and women in the society.
a) Masculine b) Collectivism c) Feminine d) Power.
 - 2 Partnership is at the heart of _____ model.
a) Autocratic b) Supportive c) Collegial d) Technology.
 - 3 _____ is often referred to as "the father of scientific management".
a) Henry Fayol b) Fredrick W. Taylor c) Harold Koontz d) Mary Parker.
 - 4 _____ Communication is describes as the flow of information from people of higher authority to people of lower levels of authority. .
a) Lateral b) Grapevine c) Upward d) Downward.
 - 5 _____ is the ability to see the bigger picture rather than focus on small parts of it.
a) Matrix b) Systems thinking c) Learning labs d) Cost.
 - 6 _____ appraisal makes use of personality tests .
a) Psychological b) Emotional c) Personal d) Performance.
 - 7 Conflict which relates to the content and goals of work is called _____.
a) Relationship Conflict b) Process Conflict c) Task Conflict d) Production Conflict
 - 8 The Performance appraisal method that involves gathering information from multiple source is knows as _____.
a) 360 Degree feedback b) Overall feedback c) Psychological feedback d) Self-evaluation.
 - 9 There are _____ key parts of the communication process.
a) Six b) Seven c) Eight d) Nine.
 - 10 The study of people in relation to their social environment or culture is called _____.
a) Psychology b) Anthropology c) Science d) Sociology.
- Q.1 b) State whether following statements are True or False (Any 7)
- 1 Scientific management did not support standardization.
 - 2 The employees of modern organization are very different from those in the past

CO1,2,3(R) 7M

- 3 The S in the S-O-B-C model stands for similarity.
- 4 Communication provides information to people.
- 5 Mental models are small –ascale models of real life settings.
- 6 HRM has national significance.
- 7 Appraisal by juniors is know as peer appraisal.
- 8 The traditional view of conflict believed that all conflict is harmful and must be avoided.
- 9 The contingency approach believes in one best approach.
- 10 Organization culture is an organization system-level variable. CO1(R) 8M
- Q.2 a) Explain in brief the fundamental concepts of OB about the nature of people. CO2(U) 7M
- b) Why is the study of OB imporantant? CO2(U) 7M
- OR**
- c) Explain the different models of organizational behavior. CO1,2(U) 8M
- d) Difference between human relation and organizational behavior. CO2(AN) 7M
- Q.3 a) Explain in brief the process of communication. CO3(U) 8M
- b) Explain in brief the importance of good time management. CO2(U) 7M
- OR**
- c) What are the different characteristics of learning organizations? CO1,2(R) 8M
- d) Explain the concept of Voluntary retirement Scheme. CO2(U) 7M
- Q.4 a) What are the function associated with Human Resource Management. CO3(U) 8M
- b) Why is human resource planning imporantant? CO3(U) 7M
- OR**
- c) Explain in brief any two HRD functions CO2,3(R) 8M
- d) Define HRM What are the objectives of Human Resource management. CO3(U) 7M
- Q.5 a) What are the various problem encountered in performance appraisal. CO3(U) 8M
- b) Explain the objective of wage and salary administraton. CO2(R) 7M
- OR**
- Q5 c) **Write short note. (Any 3)** CO1,2,3(R,U) 15M
- 1 Incentive Plans.
- 2 Systems Approach.
- 3 Career Stages.
- 4 Downward Communication .
- 5 Self Evaluation.
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