Human Resource Management & Organizational Behavior

Time - 3 Hours	Full Marks - 100
(Answer All the questions from Group-A, any four questions from Group	- 'B', any four
questions from Group - 'C' and any two questions from Group -	

Groups "A"

Q. No. 1 (Answer all the questions, each within one or two sentences)	Marks: $1 \times 10 = 10$

- a) What is the aim of personnel management?
- b) What is operant conditioning?
- c) What do you mean by group cohesiveness?
- d) Differentiate in-group from out-group.
- e) What is a situation test?
- f) Write short notes of reinforcement?
- g) What is job rotation?
- b) Differentiate Training from Development.
- i) Enumerate the importance of training evaluation?
- D What is the philosophy underlying worker's participation in management?

Group 'B'

Marks: $5 \times 4 = 20$ Q. No. 2 (Answer any four questions each within 100 words)

- a) Explain, how is human resource different from other resources?
- b) What are different factors that influence perception?
- Explain the characteristics of learning process.
- d) Describe the various Off-the-iob training methods used in organizations?
- e) How does job rotation help in acquiring new skills and knowledge?
- f) Why training need analysis are carried out in an organization?

Group *C*

Q. No. 3 (Answer any four questions each within 200 words) Marks: $10 \times 4 = 40$

- a) Enumerate both the functions of personnel management?
- b) Why is it important for managers to have a thorough knowledge of perception and admillion?
- c) Identify major factors which contribute towards group cohesiveness in organizations.
- d) Explain the change process as propounded by Kurt Lewin.
- e) Discuss the various Organizational Development assumptions.
- f) What are different methods of training the employees? Suggest a suitable training method for salesmen of a heavy machine manufacturing organization?

Group 'D'

- Enumerate the advantages and limitations of Group Decision Making.
- c) Define Organizational Development? Discuss Team Building as an intervention of organizational transformation.

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Michael Seilmaier

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