

TERM END EXAMINATION – JUNE, 2019
P.G Diploma in Rural Management (PGDRM)
Advance Diploma in Rural Management (ADRM)
Diploma in Rural Management (DRM)

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 - 'D')

Group 'A'

Q. No. 1 *(Answer all the questions, each within one or two sentences)*

Marks: 1 × 10 = 10

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

Group 'B'

Q. No. 2 *(Answer any four questions each within 100 words)*

Marks: 5 × 4 = 20

- Explain, how is human resource different from other resources?
- What are different factors that influence perception?
- Explain the characteristics of learning process.
- Describe the various Off-the-job training methods used in organizations?
- How does job rotation help in acquiring new skills and knowledge?
- 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 × 4 = 40

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

Group 'D'

Q. No. 4 *(Answer any two questions each within 300 words)*

Marks: 15 × 2 = 30

- Define Human Resource Management. Explain the nature and characteristics of Human Resource Management.
- Enumerate the advantages and limitations of Group Decision Making.
- Define Organizational Development? Discuss Team Building as an intervention of organizational transformation.

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