#### 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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## **Table of Contents Human Behaviour Mtu Question Paper**

- 1. Understanding the eBook Human Behaviour Mtu Question Paper
  - The Rise of Digital Reading Human Behaviour Mtu Question Paper
  - Advantages of eBooks Over Traditional Books
- 2. Identifying Human Behaviour Mtu Question Paper
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Human Behaviour Mtu Question Paper
  - User-Friendly Interface
- 4. Exploring eBook Recommendations from Human Behaviour Mtu Question Paper
  - Personalized Recommendations

- Human Behaviour Mtu Question Paper User Reviews and Ratings
- Human Behaviour Mtu Question Paper and Bestseller Lists
- 5. Accessing Human Behaviour Mtu Question Paper Free and Paid eBooks
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  - Human Behaviour Mtu Question Paper eBook Subscription Services
  - Human Behaviour Mtu Question Paper Budget-Friendly Options
- 6. Navigating Human Behaviour Mtu Question Paper eBook Formats
  - ∘ ePub, PDF, MOBI, and More
  - Human Behaviour Mtu Question Paper Compatibility with Devices
  - Human Behaviour Mtu Question Paper Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Human Behaviour Mtu Question Paper
  - o Highlighting and Note-Taking Human Behaviour Mtu Question Paper
  - Interactive Elements Human Behaviour Mtu Question Paper
- 8. Staying Engaged with Human Behaviour Mtu Question Paper
  - o Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Human Behaviour Mtu Question Paper
- 9. Balancing eBooks and Physical Books Human Behaviour Mtu Question Paper
  - ∘ Benefits of a Digital Library
  - Creating a Diverse Reading Collection Human Behaviour Mtu Question Paper
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Human Behaviour Mtu Question Paper
  - Setting Reading Goals Human Behaviour Mtu Question Paper
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Human Behaviour Mtu Question Paper
  - Fact-Checking eBook Content of Human Behaviour Mtu Question Paper

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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