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**Questions should be —
WRITTEN IN LEGIBLE HANDWRITING IN BLACK INK.
SIGNS, SKETCHES OR FIGURES IF ANY BE DRAWN IN NEAT BLACK INK,
so as to avoid mistakes in the printed question papers.**

Duration Hours.

Total Marks assigned to the paper

Q. No.		Marks																				
	N.B.: <i>Solution Set,</i>																					
a)	True or False																					
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">1) True</td> <td style="width: 50%;">6) True</td> </tr> <tr> <td>2) False</td> <td>7) False</td> </tr> <tr> <td>3) False</td> <td>8) False</td> </tr> <tr> <td>4) True</td> <td>9) True</td> </tr> <tr> <td>5) False</td> <td>10) True.</td> </tr> </table>	1) True	6) True	2) False	7) False	3) False	8) False	4) True	9) True	5) False	10) True.											
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5) False	10) True.																					
b)	Match the Columns																					
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">1) Collegial Organization -</td> <td style="width: 50%;">d) Decisions through consensus</td> </tr> <tr> <td>2) Learning Organization -</td> <td>i) Continuous learning</td> </tr> <tr> <td>3) Reward</td> <td>c) Benefits on achievement</td> </tr> <tr> <td>4) HRM</td> <td>g) Managing people in organization</td> </tr> <tr> <td>5) Compensation</td> <td>h) Monetary & non-monetary returns</td> </tr> <tr> <td>6) Career</td> <td>l) Sequence of positions</td> </tr> <tr> <td>7) Conflict</td> <td>j) Difference of opinion</td> </tr> <tr> <td>8) Group Behavior</td> <td>k) Presence of others</td> </tr> <tr> <td>9) Punishment</td> <td>o) Imposition of penalty</td> </tr> <tr> <td>10) Autocratic Model</td> <td>p) Dictatorial Attraction</td> </tr> </table>	1) Collegial Organization -	d) Decisions through consensus	2) Learning Organization -	i) Continuous learning	3) Reward	c) Benefits on achievement	4) HRM	g) Managing people in organization	5) Compensation	h) Monetary & non-monetary returns	6) Career	l) Sequence of positions	7) Conflict	j) Difference of opinion	8) Group Behavior	k) Presence of others	9) Punishment	o) Imposition of penalty	10) Autocratic Model	p) Dictatorial Attraction	
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Q. No.

- 2) 1) SOBC Model
- Stimulus
 - Organism
 - Behavior
 - Consequence
- b) Ethical Climate
- Top Management Support - Ethics Committee
 - Ethics Policy - Ethics Training
- OR -
- 3 a) Importance of OB
- Understanding of organization
 - Motivation
 - Predicting & Controlling
 - Effective use
- b) Evolution
- Classical
 - Neo Classical
 - Behavioral
 - Systems

Q. No.

2.3) a) Conflict Management

- Avoidance
- Collaborating
- Compromise
- Competing
- Accommodating

3) b) i) Retrenchment

- Wipe layoffs
- Environment induced
- Strategic

ii) Downsizing

- Example Nokia
- Rightsizing

iii) Attrition

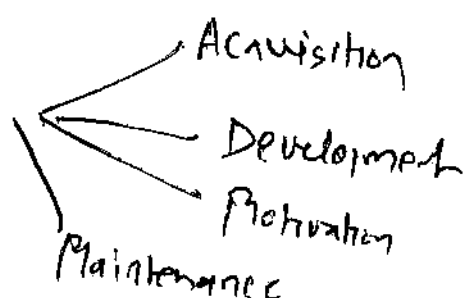
- Turnover
- Voluntary

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2.3) a) Objectives of HRM

- Societal
- Organizational
- Individual
- Functional

b) Scope of HRM



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Q. No.

Marks

- 4) a) Factors affecting HRP
- Time zone - Size & type - Outsourcing -
Technology - Budget -
- b) Importance of HRP
- Basis - helps in Recruitment - Foundation - Training.
OR
- a) Modern Methods - Psychological Appraisals, 360°,
Assessment Centre & MBZ
- b) Components of Pay Structure
- Basic - DA - HRA - TA.
- FM - PF - Professional Tax
- a) Problems of Appraisal
- Rater Bias - Halo
- Recency - Horns
- Primacy
- b) Independent response is expected from students

P10

(5)

Autocratic Model

- Authoritarian
- Dictatorial
- Need Based

Time Management

- RAC
- Record
- Analyze
- Change

ITPD

- Training & Development
- on the job
- off the job

~~ITPD~~