

INSTRUCTIONS:

MARKS: 75

- All questions carry equal marks
- Figures to the right indicate marks

TIME: 2 HOURS 30 MINUTES

Q.1)

a) State whether following statements are true or false (Any 8) (08)

1. Organizational behavior is the study of human behavior at the workplace.
2. HRM and cultural diversity are not interrelated.
3. Autocratic model of OB emphasizes on authoritarian style
4. A conflict in the organization may not be the result of a difference of opinion.
5. Voluntary separation from the organization is called layoff
6. Employees may not derive any utility from time management strategies.
7. HRM is a part of HRD
8. While undertaking Human Resource Planning one will have to do demand forecasting
9. A well designed incentives scheme will result in high level of motivation among the employees
10. Career Planning starts with exploratory stage for everyone.

b) Match the columns (Any 7) (07)

Terms	Brief Explanation
1) Custodial model	a) Presence of others
2) Learning organization	b) Sequence of positions
3) Motivation	c) Separation
4) HRM	d) Economic resources
5) Monetary returns	e) Push force
6) Career	f) Dictatorial approach
7) Communication	g) Managing people in organizations
8) Group behavior	h) Compensation
9) Termination	i) Cultural barriers
10) Autocratic model	j) Continuous learning

Q.2)

- a) Define Organizational Behavior and discuss the term "Cross Cultural Dynamics" (08)
- b) Discuss the evolution of OB (07)

OR

Q.2)

- a) Explain Autocratic Model and Collegial Model of OB. (10)
- b) Discuss "Human Relations and Organizational Behavior" (05)

Q.3)

- a) Define Communication and different conflict management techniques. (08)
- b) Explain the following terms in not more than 50 words each. (07)
 - i. Downsizing
 - ii. Punishments
 - iii. Rewards

OR

Q.3)

- a) What are the functions of HRM? (10)
- b) Define HRM and explain how important is HRM in your own words (05)

Q.4)

- a) What is the process of HRP? (08)
- b) Define HRD and what are HRD functions? (07)

OR

Q.4)

- a) Discuss any four traditional methods of performance appraisal. (08)
- b) What are the components of pay structure? (07)

Q.5)

- a) Define Career Planning and explain its stages (08)
- b) State different employee benefits that a company can offer to its employees. (07)

OR

Q.5)

Write short notes on following (Any 3) (15)

- a) SOBC model
- b) KRA's
- c) Strategies of HRM
- d) Wage and salary administration
- e) Objectives of HRD