

Time: 3 hours

Full Marks: 100

Read the instructions carefully before attempting questions from each group.

GROUP – A

Q.No. 1. Answer all questions selecting the right options. Each carries 1 Mark [1 X 10 = 10]

- i. Which of the following is **NOT** included in the list of HR practices?
 - a) Training
 - b) Selecting candidates
 - c) Orientation
 - d) Sales promotion

- ii. _____ is a process by which individuals organize and interpret as per their sensory immersions in order to give meaning to their environment.
 - a) Motivation
 - b) Perception
 - c) Learning
 - d) Attitude

- iii. In which theory of learning one stimuli gets associated with another stimuli it is called
 - a) Classical conditioning
 - b) Operant conditioning
 - c) Parallel conditioning
 - d) None of the above

- iv. Superego is the _____
 - a) Storehouse of all innate libidos
 - b) reality existing in the world
 - c) Moral arm and conscience keeper
 - d) None of the above

- v. A formal standing group with individuals who report directly to a given manager is
 - a) Task Group
 - b) Informal group
 - c) Command Group
 - d) Friendship Group

- vi. Job analysis methods include the following *except* for:
 - a) observation.
 - b) interview.
 - c) questionnaire.
 - d) narrative.

- vii. E-recruiting can have all the following pitfalls *except*:
 - a) may exclude older applicants.
 - b) may increase applications from unqualified applicants.
 - c) may exclude minority applicants.
 - d) may exclude younger applicants.

- viii. Once employees have been recruited and selected, the next step would be:
- discipline and counseling.
 - orientation and training.
 - hiring and firing.
 - Performance appraisal
- ix. Advantages of on-the-job training include all of the following, *except*:
- being relatively inexpensive.
 - minimal or no use of classrooms.
 - learning while producing.
 - safety.
- x. Compensation plans for salespeople have typically relied heavily on incentives in the form of:
- stock options.
 - stock appreciation rights.
 - sales commissions.
 - profit sharing.

GROUP – B

Q.No. 2. Answer any 4 questions each within 50 words. Each carries 5 marks [5 X 4 = 20]

- What are the objectives of Human Resource Management?
- What is collective unconscious of Carl Jung.
- Define learning and discuss its importance in organizations
- What is Job rotation?
- Differentiate between recruitment and selection
- What is ESOP?

GROUP – C

Q.No.3. Answer any 4 questions each within 200 words. Each carries 10 Marks [10 X 4 = 40]

- Elaborate the functions of human resource managers in an organization.
- Discuss the psycho-analytical theory of personality of Sigmund Freud.
- Why attitude is given importance in organizational behaviour?
- Describe the advantages and limitations of group decision.
- Critically analyse Lewin's change model.
- Discuss the sources of external recruitment.

GROUP – D

Q.No.4. Answer any 2 questions each within 250 words. Each carries 15 Marks. [15 X 2 = 30]

- Explain the theories of learning in brief.
- Discuss the different types of tests conducted in selection process.
- What is socialization? Explain the importance and stages of socialization process.
- Explain the process of Performance Management.