

Cluster Innovation Centre

End Semester Examination – Dec-Jan 2023-24

Name of the Course: B. Tech

Name of the Paper: Maximizing performance: Human Resource management and Organizational Behavior

Paper Code: 32867501

Semester: Vth

Duration: 2 Hrs

Maximum Marks: 50

Instructions to the candidates:

Attempt five questions from the following. Each question carries equal marks.

1. Suppose you are the human resource (HR) manager of a reputed company. It is the HR manager's **prime** responsibility to monitor all the issues related to **transfer**, promotion and **salary revision** of employees. The company has started a new production plant in one of the most backward areas. The HR manager has got an order from top management of the company that most suitable person should be **appointed** as head of the new production unit. On the basis of merits, The HR team appointed Ms. Geetha as head of new production unit. On many occasions, Geetha has successfully completed the crucial projects of the company. Geetha was informed regarding the new assignment.

But Ms. Geetha is not ready to accept the new assignment, as she is not willing to relocate herself to one of the remotest areas. Her whole family is settled in the metro city. She is taking care of her ailing mother. So, Geetha has refused to accept this offer. But the company wants Geetha to accept this proposal as the project is a very crucial for further expansion of the company. The higher management wants HR manager to convince Geetha for this assignment.

In this Context:

- a. What types of ethics are involved in this scenario? 3 Marks
 - b. Discuss the ethical issues involved in this case. 2 Marks
 - c. Discuss the ethical dilemmas involved in this case. 2 Marks
 - d. What measures can be adopted by HR manager to convince Ms. Geetha for this assignment. 3 Marks
2. What is Human Resource Planning. Explain different its process. 10 Marks
3. A good HR manager is no longer just **hirer and firer** of men'.in the light of this statement, state the role of HR manager in the new **economy**. 10 Marks

4. Explain the concept of "Personality". What do you understand by Type A and Type B personality? 10 Marks
5. Distinguish clearly between intrapersonal and interpersonal conflicts with relevant examples. 10 Marks
6. What is Motivation. Explain content and process-based motivation with relevant examples. 10 Marks
7. Who gave Johari Window and Managerial Grid? Explain both giving relevant examples. 10 Marks