

**Cluster Innovation Centre, University of Delhi, Delhi-110007**

**Examination** : End Semester Examination – December 2021

**Name of the Course** : B.Tech (Information Technology and Mathematical Innovations)

**Name of the Paper** : Human Resource Management and Organisational Development

**Paper Code** : 32867501

**Semester** : V

**Duration** : 3 Hours

**Maximum Marks** : 75

**Instructions:**

**This question paper contains six questions, out of which any four are to be attempted. Each question carries equal marks.**

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1. "HRM involves all management decisions and practices that directly affect or influence the people who work for the organisations". Discuss in detail explaining the importance of HRM in organisations.
2. Explain job evaluation. What is the importance of such job evaluation for the organisations.
3. Critically discuss the selection process in an organization and what are the various selection tests conducted by the organisations?
4. Discuss the importance of training and development of the employees in an organization. Explain both on-the-job training and off-the-job training methods conducted in an organization?
5. What is executive development? Discuss any four techniques of management development.
6. Explain the term "leadership"? Explain the difference between "transactional leadership" and "transformational leadership" in detail giving illustration.