

Total No. of Questions: 6

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Enrollment No.....



Faculty of Management Studies
End Sem Examination May-2024
MS5CO36 Developing People & Organization
Programme: MBA Branch/Specialisation: Management

Duration: 3 Hrs.

Maximum Marks: 60

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d. Assume suitable data if necessary. Notations and symbols have their usual meaning.

- Q.1 i. Basic managerial functions of HRM are: **1**
(a) Planning, organising, staffing
(b) Planning, organising and co-ordinating
(c) Planning, organising, directing and controlling
(d) None of these
- ii. Following are the characteristics of HRM except- **1**
(a) Pervasive function
(b) Interdisciplinary function
(c) Integrating mechanism
(d) Job oriented
- iii. Recruitment logically aims at- **1**
(a) Attracting a large number of qualified applicants
(b) Offering enough information to unqualified persons
(c) Encouraging potential applicants
(d) All of these
- iv. Process of studying and collecting information about a job is known as- **1**
(a) HRP (b) Job design
(c) Job analysis (d) Job evaluation
- v. In _____ training, a training centre is set-up and actual job conditions are duplicated or simulated in it. **1**
(a) Classroom (b) Apprenticeship
(c) Internship (d) Vestibule

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- vi. Managing the performance of an employee is known as: **1**
 (a) Performance management
 (b) Recruitment
 (c) Selection
 (d) None of these
- vii. According to Kurt Lewin, which of the following is not a change process: **1**
 (a) Unfreezing (b) Changing
 (c) Refreezing (d) Refraining
- viii. Managers' options for change essentially fall into what three categories: **1**
 (a) Environment, technology and people
 (b) Structure, technology and people
 (c) Mission, structure, people
 (d) Mission, environment and process
- ix. What do you mean by ethics in HRM? **1**
 (a) Moral judgements
 (b) Determinants of what is right or wrong
 (c) Rules or standards governing a profession
 (d) All of these
- x. Which of the following is NOT a common area of focus for CSR initiatives? **1**
 (a) Environmental sustainability
 (b) Employee satisfaction
 (c) Profit maximization
 (d) Community development
- Q.2 i. Define HRM. **2**
 ii. Write HRM functions. **3**
 iii. Discuss the strategic role of HRM. **5**
 OR iv. Explain the evolution of HRM practices. **5**
- Q.3 i. Define job design. **2**
 ii. What is job analysis? Explain its characteristics. **8**
 OR iii. Define selection. Explain the process of selection. **8**

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- Q.4 i. Define performance management. **2**
 ii. What is performance appraisal? Discuss its features. **8**
 OR iii. Explain any two theories of leadership. **8**
- Q.5 i. Define organizational culture. **2**
 ii. Explain Kurt Lewin's model of change. **8**
 OR iii. Write a short note on importance of diversity in work place. **8**
- Q.6 Attempt any two:
 i. Discuss ethical considerations in HRM. **5**
 ii. What is corporate social responsibility? Discuss its features. **5**
 iii. Explain the impact of CSR on organizational behaviour. **5**

Marking Scheme

Developing People and Organisation (T) - MS5CO36

Q.1	i)	c) Planning, organising, directing and controlling.	1
	ii)	d) Job oriented	1
	iii)	d) All of the above	1
	iv)	c) Job analysis	1
	v)	d) Vestibule	1
	vi)	a) Performance management	1
	vii)	d) Refraining	1
	viii)	b) Structure, technology and people	1
	ix)	d) All of the above	1
	x)	c) Profit Maximization	1

Q.2	i.	Definition of HRM.	2
	ii.	Write 3 HRM functions.	3
	iii.	Discuss the strategic role of HRM.	5
OR	iv.	Explain the evolution of HRM practices.	5

Q.3	i.	Definition of job design.	2
	ii.	Definition of job analysis. Explain its characteristics.	8
OR	iii.	Define selection. Explain the process of selection.	8

Q.4	i.	Definition of performance management.	2
	ii.	Definition of performance appraisal. Discuss its features.	8

OR	iii.	Explain any two theories of leadership.	8
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Q.5	i.	Define organizational culture.	2
	ii.	Explain Kurt Lewin's model of change.	8

OR	iii.	Write a short note on importance of diversity in work place.	8
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Q.6		Attempt any two:	
	i.	Discuss ethical considerations in HRM.	5
	ii.	Definition of Corporate Social Responsibility. Discuss its features.	5
	iii.	Explain the impact of CSR on organizational behaviour.	5
