

B.E. Civil Engineering (Model Curriculum) Semester - V  
**OEC/OPE-CE502 : Human Resource Development and organizational Behavior**

P. Pages : 2

Time : Three Hours



**GUG/S/23/13723**

Max. Marks : 80

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- Notes :
1. All questions carry equal marks.
  2. Due credit will be given to neatness and adequate dimensions.
  3. Illustrate your answers wherever necessary with the help of neat sketches.

1. a) What are the various objectives of human resource management. Discuss its importance. 8
- b) Elaborate the role of HR manager. 8

**OR**

2. Write short note on: **any two.** 16

- 1) Function of HRM
- 2) Scope of HRM
- 3) Importance of HRM

3. a) Explain meaning and scope of organizational behavior. 8
- b) List all the determinants of personality. 8

**OR**

4. a) Explain the concept of perception in organizational behavior. 8
- b) Define morale? What are the factors influencing morale? 8
5. a) Write importance of organizing in organization structures. 8
- b) Explain conflict resolution. 8

**OR**

6. a) State the importance of Leadership in organization & what are different leadership style. 8
- b) What formal and informal power in organizational structure. Also state concept of organizational politics. 8
7. a) What is importance of HRP in organization. 8
- b) What is recruitment? Its constraints and challenges. 8

**OR**

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|-----------|----|--|----------|
| <b>8.</b> | a) | Write a note of responsibility of “human resource planning”.     | <b>8</b> |
|           | b) | What is the role of employee morale and job satisfaction in HRP. | <b>8</b> |
| <b>9.</b> | a) | State the role of information system in HR.                      | <b>8</b> |
|           | b) | What is strategic intent?  | <b>8</b> |

**OR**

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|------------|----|--|----------|
| <b>10.</b> | a) | Describe strategic decision making.                  | <b>7</b> |
|            | b) | What are industrial relation issues in organization. | <b>5</b> |
|            | c) | What is purpose of labour law.                       | <b>4</b> |

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