

B.E. Civil Engineering (Model Curriculum) Sem-V
OECCE502 : Human Resource Development & Organizational Behavior

P. Pages : 2

Time : Three Hours



GUG/W/22/13723

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.

1. a) Define HRM and discuss its main characteristics. 4
b) What are the function of human resource management? 8
c) Write down the concept, scope & importance of HRM. 4

OR

2. a) What do you mean by HRD? Discuss it's need and importance. 8
b) What are the various objective of Human resource development? 4
c) What are the goals of Human Resource Development? 4
3. a) What do you mean by organizational behaviors? And what are its goals. 4
b) What are the component of organizational structure? 6
c) What are the some features of centralization? 6

OR

4. a) What are the basic personality types? 4
b) What is motivation in terms of Behavioral change? And what are the types of motivation? 4
c) What are the characteristics of effective team? 4
d) What does different alphabet TEAM signify? 4
5. a) Describe the term organizational structure. 8
b) Write short note on organizational roles and conflicts. 8

OR

6. a) Describe the leadership styles? 4
b) State the skills of leadership. 4
c) Define power. What are the sources and uses of power? 8

7. a) Explain recruitment and selection process in human resource planning. 8
- b) State the role of employee morale and job satisfaction in Human resource planning. 8

OR

8. a) Explain the traditional and modern methods of performance appraisal system. 6
- b) Write a short note on: 10
- 1) Performance counseling
- 2) Career planning
9. a) State the role of information system in HR. 4
- b) What is the role of strategic HRM in the modern business world. 8
- c) Describe strategic decision making. 4

OR

10. a) What is the objective of information system in HR? 6
- b) Describe industrial relation issues in organization? 6
- c) Write a short note on labor laws in India. 4
