

B.E. / B.Tech. Civil Engineering (Model Curriculum) Semester-V  
**OECCCE502 / CIVILHRD - Human Resource Development and Organizational Behavior**

P. Pages : 1

Time : Three Hours



**GUG/S/25/13723**

Max. Marks : 80

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- Notes : 1. All questions carry equal marks.  
2. Assume suitable data wherever necessary.

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|-----------|----|--|---|
| 1.        | a) | Define HRM also explain concept of HRM.  | 6 |
|           | b) | State the importance of HRM.   | 5 |
|           | c) | What are functions of HRM.   | 5 |
| <b>OR</b> |    |  |   |
| 2.        | a) | Explain scope of HRM.  | 8 |
|           | b) | State the role of HR manager in HRM.   | 8 |
| 3.        | a) | State and explain characteristics of organizational Behaviour (OB).                          | 8 |
|           | b) | What are different key element in OB.  | 8 |
| <b>OR</b> |    |  |   |
| 4.        | a) | What is the effect of perception on individual decision making.                              | 8 |
|           | b) | What are the different types of personality.   | 8 |
| 5.        | a) | Define organizational structure. Discuss the elements of organizational structure in detail. | 8 |
|           | b) | What are the skills required for leadership.   | 8 |
| <b>OR</b> |    |  |   |
| 6.        | a) | What is power and politics? Explain formal & informal powers in organizational structure.    | 8 |
|           | b) | State the importance of leadership in organization and what are different leadership style.  | 8 |
| 7.        | a) | Explain requirement and selection process in Human Resource Planning.                        | 8 |
|           | b) | What is importance of HRP in organization.   | 8 |
| <b>OR</b> |    |  |   |
| 8.        | a) | What is the role of employee morale and job satisfaction in HRP.                             | 8 |
|           | b) | Define training and what strategies one used for orienting new employees.                    | 8 |
| 9.        | a) | What is the role of information system in HR.  | 8 |
|           | b) | What is strategic Intent?  | 8 |
| <b>OR</b> |    |  |   |
| 10.       | a) | What are difefent IR issues in organization?   | 8 |
|           | b) | What are the objectives & goals of labour laws.  | 8 |

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