

B.E. Civil Engineering (Model Curriculum) Semester-V  
**OECCE502 - Human Resource Development and Organizational Behavior**

P. Pages : 2

Time : Three Hours



**GUG/W/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 is function of HRM? Elaborate in detail. 8  
b) What is the role of HR manager in human resource management. 8

**OR**

2. a) Explain in detail concept of HRM. 8  
b) What is HRM? State importance of HRM. 8
3. a) Define organizational Behaviour. State the characteristics of organization Behaviour. 8  
b) White key elements in organizational behavior. 8

**OR**

4. a) State the determinants of personality in detail. 8  
b) State the role of motivation in OB. Also write concept of perception in OB. 8
5. a) Define organizational structure. Discuss the elements of organisational structure in detail. 8  
b) Write a note on organizational conflict. 8

**OR**

6. a) Define Leadership. What are principles of Leadership? 8  
b) What is power and politics? Explain formal & informal powers in organizational structure. 8
7. a) Explain the various elements in human resource planning. 8  
b) What is recruitment? Discuss its needs and importance. 8

**OR**

8. a) Defne training, and what strategies are used for orienting new employees. 8  
b) What is the role of employee morale and job satisfaction in HRP. 8

9. a) Explain the concept and need of Human Resource Information system in an organizational set up. 8
- b) What is strategic Intent? 8

**OR**

10. a) What are the uses of Human Resource Information System (HRIS). 8
- b) What are the objectives & goals of labour laws. 8

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