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Total No. of Pages : 02

Total No. of Questions : 09

B.Tech. (Ind. Engg. & Mgt.) (Spl. in TQM) (Sem.-5)**HRM AND ORGANISATIONAL BEHAVIOUR**

Subject Code : IEM-504

M.Code : 70995

Time : 3 Hrs.

Max. Marks : 40

INSTRUCTIONS TO CANDIDATES :

1. Attempt All EIGHT questions from SECTION-A carrying TWO marks each.
2. Attempt any SIX questions out of EIGHT from SECTION-B carrying FOUR marks each.

SECTION-A**1. Answer briefly :**

- a) How can human resource acts as a source of competitive advantage?
- b) Define attitude. Explain main components of attitude.
- c) Differentiate between functional and dysfunctional conflict.
- d) '*Recruitment is positive and selection is negative process*' comment on this statement.
- e) Elaborate orientation and socialization.
- f) Discuss the legal considerations in compensation.
- g) What is the minimum and maximum bonus limit as per Payment of Bonus Act, 1965?
- h) What HR challenges come in the way of business owner while doing international business?

SECTION-B

2. Discuss the historical developments of OB. Elaborate challenges and opportunities in OB.
3. Write short notes on :
 - a) GFTP at work
 - b) Industrial Dispute Act - objective and applicability
4. Explain different theories of learning and how can these be used in improving performance and satisfaction of employees.
5. Differentiate between group and team. Explain various group concepts: Roles, norms, Cohesiveness, size, composition and status etc.
6. Explain different methods of collecting job analysis.
7. Elaborate on the job and off the job training methods.
8. Define retention. What are the benefits of retention? Explain different strategies for retaining the employees.
9. Enlist various OD values and outcomes.

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.