



Final Term Examination 2071

Subject: Organizational Behaviour and Human Resource Management

Program: M.B.S. First Year

Time: 4:00 hrs.

F.M.: 100

P.M.: 35

Candidates are required to give their answers in their own words as far as practicable. The figures in the margin indicate full marks.

Group B

[Organizational Behaviour]

Short Answer Questions.

Attempt any **THREE** Questions. (3x10=30)

1. Explain the basic assumptions of organizational behaviour (OB) about the nature of individuals and the organization.
2. What is learning? Explain the various principles of learning.
3. "Personality is the sole and consistent predictor of individual behaviour." Critically examine the given statement.
4. Compare and contrast between Maslow's need hierarchy theory and Alderfer's ERG theory of motivation.
5. Why do you think effective communication is important for business organizations? What are the various ways to overcome communication barriers in order to enhance communication effectiveness?

Comprehensive Answer Questions. Attempt any **ONE** Question. (1x20=20)

6. Explain the path-goal theory of leadership. How is it different from Fielder's contingency theory of leadership?
7. Suppose you are a newly appointed CEO of a manufacturing company and want to bring some technological changes in your company in order to boost performance. Why do you think people may resist your change initiative? How would you proactively and/or reactively overcome such resistance, if any?

Group A

[Human Resource Management]

Short Answer Questions.

Attempt any **THREE** Questions. (3x10=30)

1. Discuss HRM in systems perspective and explain its organizational outcomes.
2. Distinguish between job description and job specification. Explain the contents of job description.
3. How can you manage human resource shortage and surplus?
4. Explain the objectives and need for career planning.
5. Define labour relations. Explain the actors and process of labour relations.

Comprehensive Answer Questions

Attempt any **ONE** Question. (1x20=20)

1. Define human resource planning. As a human resource manager of a corporate body, how can you forecast demand and supply of human resource for given period of time?
2. Job design in an organization plays important role in major aspects of organizational success. In line with this, discuss the concept and impact of job design on motivation, productivity and quality of work life.