

SEAT No. _____

SARDAR PATEL UNIVERSITY No. of Printed Pages 2

[14-A]

MHRM-IVth SEMESTER EXAMINATION- 2017

Subject: Organizational Behaviour

Date: 19/04/2017

Day: Wednesday

Subject Code: PA04CHRM05

Time: 02:00pm to 05:00pm

Total Marks: 70

SECTION-A

Q. 1 Multiple Choice based Questions

(10)

1. The everyday tasks of management include _____.

A. Planning and creativity

C. Publicity and loss adjustment

B. Planning and leading

D. Plotting and leading

2. Which one of the following is type of authority?

A. Legal Authority

C. Traditional Authority

B. Charismatic Authority

D. All of the above

3. The fundamental assumptions people share about organisation's values, beliefs and norms is referred to as _____.

A. Organisational behaviour

C. Organisational culture

B. Organisational design

D. Organisational structure

4. Third step in decision making process is to _____.

A. Linear predictions

C. Making predictions

B. Dependent predictions

D. Independent predictions

5. Hawthorne effect has been given by?

A. Elton Mayo

C. Stephen Robbins

B. B.F. Skinners

D. None of the above

6. In which models of OB managerial orientation is monetary related?

A. Autocratic

C. System

B. Custodial

D. Supportive

7. Incentives depends upon _____.

A. Productivity

C. Profits

B. Sales

D. All of the above

8. In which of the following models of OB employee psychological condition is depends on boss?

A. Collegial

C. Autocratic

B. Custodial

D. None of the above

9. Compensation can be _____ benefits.

A. Monetary

C. Both 'a' and 'b'

B. Non-monetary

D. None of the above

10. Fourth step in decision making process is to

A. Linear correlation

C. Implement decisions

B. Making decisions

D. Evaluate performance

Q.2 Define the Terms (Any Five)

(10)

1. Organizational Behaviour
2. Communication
3. Personality
4. Reward system
5. Perception Process
6. Motivation
7. Organization theory

Q.3 Write the Short Note (Any Five)

(20)

1. Behavioral Management
2. Diversity Management
3. Theory of Motivation
4. Decision Making
5. Learning Process
6. Performance through job design
7. Interpersonal Process

SECTION (B)

Q.4 Write Long Questions (Any Two)

(30)

- Discussed the models of Organizational Behavior in detail.
- Explain the various sources and its effect on contemporary global challenges of OB.
- Discuss the micro-perspective of OB in detail.
- Discuss the macro-perspective of OB in detail.

_____ x — x _____

SEAT No. _____

No. of Printed Pages : 2

[777A54]

Sardar Patel University
Vallabh Vidyanagar
MHRM - IV Sem Examination,
PA04CHRM06 - Compensation Management
Date : 07-04-2017 Marks : 70 Time : 2 to 5pm

Q.1 Multiple Choice Question -(Attempt All)

10 Marks

- 1 Industrial Truce Resolution enacted in the year
 - a) 1927
 - b) 1937
 - c) 1947
 - d) 1957
- 2 15th session of Indian Labour Conference held in
 - a) 1957
 - b) 1967
 - c) 1977
 - d) 1987
- 3 ESOP stands for
 - a) Employee Stock Option
 - b) Employer Stock Option
 - c) Employee Stack Option
 - d) Employer Stack Option
- 4 CCA stands for
 - a) Cities Compensatory Allowance
 - b) City Compensate Allowance
 - c) City Compensatory Allowance
 - d) City Computation Allowance
- 5 Justice Mohan Committee appointed in the year
 - a) 1966
 - b) 1976
 - c) 1986
 - d) 1996
- 6 Committee on Fair wage appointed in the year
 - a) 1928
 - b) 1938
 - c) 1948
 - d) 1958
- 7 Section 3 Minimum Wages Act mentioned allowance as
 - a) SOLA
 - b) COLA
 - c) POLa
 - d) None of the above
- 8 Payment by Results refers to
 - a) Direct linking of workers earnings to a measure of their performance
 - b) Allowance paid to employees in order to enable them to face the increasing dearness of essential commodities
 - c) Indirect linking of workers earnings to a measure of their performance
 - d) None of the above

(PTO)

- 9 Halsey System developed by
a) H.A.Halsey
b) F. A. Halsey
c) M.A. Halsey
d) P. A. Halsey
- 10 Industrial Policy Resolution enacted in the year
a) 1938
b) 1948
c) 1958
d) None of the above

Q.2 Definitional (Attempt any 5)

10 Marks

1. Statutory Bonus
2. Incentive System
3. Job Evaluation
4. Indirect Compensation
5. Pay Packets
6. Strategy of Wage Increases
7. Performance Related Compensation

Q.3 Short Notes (Attempt any 5)

20 Marks

- 1 Tax consideration
- 2 Trends of pay packets
- 3 Concepts of Wages, Salary and Pay Packets
- 4 Limitation of Job Related Compensation
- 5 Dearness Allowance
- 6 Internal Equity
- 7 Managerial Compensation

Q.4 Describe the Role of Compensation and support the answers with relevant examples **30 Marks**
OR

Q.4 Discuss the Methods of Job Evaluation

Q.5 Narrate basic wage components of Pay Packet

OR

Q.5 Enumerate the function and responsibilities of Compensation program

—X—

SEAT No. _____

[123/A417]

Sardar Patel University

MHRM IV Semester Examination

Date: -10/04/2017

Day: Monday

Time: - 02:00 PM to 05:00 PM

Session: -Evening

Course Title: -Employment Law II

Subject Code: - PA04CHRM07

Total Marks: - 70

Note: - 1. Attempt All the Questions.

2. Figures to the Right Indicate Full Marks

Q1. Answer the Questions Using Appropriate Answer from Giving Options. 10

1. SEPU stand for...
 - A. Self-Employment Program for Under Poor
 - B. Self-Engagement Policy for the Under Poor
 - C. Self-EmploymentPolicy for the Under Poor
 - D. None of the above
2. According To Child Labor Act Child Means a Person Who Has Not Completed His ____ Years of Ages.
 - A. 14
 - B. 16
 - C. 18
 - D. 21
3. The Provision of contracting out (sec 3A) is given under ____
 - A. Factory act 1948
 - B. Employment liability act 1938
 - C. Industrial dispute act 1947
 - D. Payment of bonus act 1965
4. Mines Act Was Passed in ____?
 - A. 1952
 - B. 1953
 - C. 1954
 - D. 1955
5. The provision of cotton cards is given under ____
 - A. Gujarat factory rules 1963
 - B. Mica mines labour act 1946
 - C. Beedi worker welfare fund act 1981
 - D. Factory act 1948
6. Who is Labour Minister in Gujarat ____?
 - A. Hardik Patel
 - B. JigneshMevani
 - C. AlpeshThakor
 - D. DilipThakor
7. ____ means the Closing of any Place or part of a place of employment?
 - A. Lock Out
 - B. Lay off
 - C. Closure
 - D. None of the Above

8. UN convention on the right to child was unanimously adopted on _____
 - A. 30 September 1990
 - B. 30 November 1989
 - C. 25 August 1987
 - D. 15 July 1989
9. According to Gujarat factory rules how many employee needed for labor welfare officer...
 - A. 250
 - B. 300
 - C. 400
 - D. 500
10. According to plantation labor act for how many workers there should be canteen facility?
 - A. 250
 - B. 350
 - C. 450
 - D. 150

Q2. Definition Any Five

10

1. Welfare
2. Health
3. Child Labor
4. BIR Act
5. Factory
6. Employee
7. Welfare officer

Q3. Short Notes (Any 4)

20

1. BIR Act
2. Employer's liability Act 1938
3. Bonded Labor
4. Labor Welfare
5. Industrial Court
6. Hazardous Machinery

Q4. Long Question (Any 2)

30

1. Discuss in Brief The Provision of Child Labor Act?
2. What are Concept of Safety and Occupational Health in Industry?
3. Explain the brief any two labor welfare fund act 1936
4. Highlight in details non statutory bodies for conflict resolution

*****Best of Luck*****

[86/A-41]

SEAT No. _____

No. of Printed Pages : 2

Vallabh Vidyanagar

IV the Semester External Examinations

PA04EHRM11 – Competency Mapping and Career Development

Date : 18-04-2017 Marks : 70 Time : 2 to 5pm

Q.1 Multiple Choice Question –(Attempt All)

10 Marks

- 1 The Delphi method was originally developed in the 50s by the which firm which is located in Santa Monica, California.
 - a) RAND Corporation
 - b) RAM Corporation
 - c) Delphi Corporation
 - d) California Corporation
- 2 In the early 1970's the idea of testing the competencies required for efficient performance at a position, was proposed by
 - a) Boyatzis
 - b) David McClelland
 - c) Albanese
 - d) John Flangan
- 3 PDP stands for
 - a) Personal Development Plans
 - b) Personal Deployment Plans
 - c) Personal Deficiencies Plan
 - d) None of the above.
- 4 BEIs refer as :
 - a) Behavioral Event Interview
 - b) Benchmark Event Interview
 - c) Benchmark Elapse Interview
 - d) Behavioral Elapse Interview
- 5 Works Log where
 - (a) Job Incumbents enters daily work activities in diaries
 - (b) Job Incumbents orally mentioned daily work activities to the boss
 - (c) Job Incumbents works in team and prepared report
 - (d) None of the above.
- 6 Job Study Methods includes elements such as
 - a) Input, Process, Outputs, Consequences, Feedback and Conditions
 - b) Input, Process, Outputs, Complex, Future and Career
 - c) Input, Process, Outcome, Career, Feedback and Cordination
 - d) None of the above.
- 7 Ideal SME Means
 - a) Subjec Matter Experts
 - b) Subject Methods Experts
 - c) Subjective Matter Experts
 - d) Subjective Methods Experts
- 8 Strategic Workforce Planning Means"
 - a) Developed training tool to determine job profile and understand knowledge and skills for individual goals
 - b) Develop assessment tools to determined the current workforce possesses the competencies necessary to meet organisational goals
 - c) Develop assessment tools to determine the current workforce possesses the competencies necessary to meet organizational ans well as individual goals

- d) Developed training tool to determine job profile and understand knowledge and skills for organisational goals
- 9 Northhose Peter – 2004 written book name
- Leadership theory and practice
 - The assessment of occupational competence
 - The quest for competence
 - None of the above
- 10 Effective leaders and managers are able to focus on the four key practices they are
- People Direction Challenge Results
 - People Direction, Changing Results
 - People Direction, Change, Results
 - None of the above.

Q.2 Definitional (Attempt any 5)

10 Marks

- Career Transition
- Functional competencies
- Performance appraisal
- Supervisory Generic Competency model
- Career planning
- Concept of Competency
- Process of Career Planning

20 Marks

Q.3 Short Notes (Attempt any 5)

- Purpose of Competency Mapping
- Career Path
- Competency approach to development
- History and Origin of Competency
- Mentoring for employee development
- Methods of career development
- Leadership

Q.4 Enumerate HR Generic Competency Model

30 Marks

OR

Q.4 What are the Delphi Procedures and When HR manager can use Delphi technique.

Q.5 Discuss the Steps in Developing Competency Model . Support the answers with relevant examples.

OR

Q.5 Write an essay on 360 degree Feedback as one of the components of competency mapping.

————— × ————— × —————

[106/A 37]

SARDAR PATEL UNIVERSITY
M.H.R.M. EXAMINATION
APRIL-2017

DATE: 15/04/2017
DAY: SATURDAY
TIME: 02:00 PM- 05:00 PM

SEMESTER: IV
SESSION: EVENING
TOTAL MARKS: 70

SUBJECT TITLE: ORGANIZATIONAL EFFECTIVENESS & CHANGE
SUBJECT CODE: PA04EHRM15

SECTION-I

Q.1 MULTIPLE CHOICE QUESTIONS:

[10]

1. _____ Power is the ability to apply punishment.
a) Coercive b) Charismatic c) Expert d) Political
2. The term MBO was introduced by _____.
a) Kurt Lewin b) Henry Fayol c) Peter Drucker d) F. Taylor
3. _____ means reframing a problem in a unique way & generating different approaches to the issue.
a) Rational thinking b) Divergent thinking c) Convergent thinking d) None
4. The forced field analysis model was developed by _____.
a) Kurt Lewin b) Peter Drucker c) Peter Senge d) Bogardus
5. _____ is sharedness of understanding values among the organizational members.
a) Mission b) Culture c) Vision d) Objectives
6. Which is the final step in the Lewin Change Model?
a) Defreezing b) Freezing c) Unfreezing d) Refreezing
7. _____ is a systematic approach to planned change.
a) Organizational Climate b) Organizational Development
c) Organizational effectiveness d) Organizational Culture
8. Managerial Lyrid was developed by _____.
a) Blake & Fayol b) Blake & Taylor c) Blake & Mouton d) Mouton & Taylor
9. Sensitivity training is also known as _____.
a) T Group b) Laboratory Training c) Both a & b d) S Group

10. _____ refers to matching an individual's career aspirations with opportunities available in organization.

- a) Career management b) Career Planning c) Succession Planning d) All of these

Q.2 DEFINE THE TERMS: (ANY FIVE)

[10]

1. Organizational Development
2. Empowerment
3. Organizational Effectiveness
4. Power
5. Management by Objectives
6. Organizational Culture
7. Organizational change

Q.3 SHORT NOTES: (ANY FIVE)

[20]

1. Organizational Politics
2. Creativity
3. Innovation
4. Differences & Similarities of Organizational Climate & Organizational Culture
5. Characteristics of Organizational Effectiveness
6. Types of Organizational Change
7. Organizational Learning

SECTION-II

Q.4 ANSWER THE FOLLOWING: (ANY TWO)

[30]

1. Discuss Models of Organizational Effectiveness.
2. Discuss the bases of Power.
3. Explain Organizational Development interventions.
4. Elaborate Process of Empowerment with relevant field examples.

— GOOD LUCK —