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**SARDAR PATEL UNIVERSITY**  
**MHRM-III<sup>rd</sup> SEMESTER EXAMINATION- 2017****Subject:** Organization Development**Date:** 03/04/2017**Day:** Monday**Subject Code:** PA03CHRM05**Time:** 02:00pm to 05:00pm**Total Marks:** 70**Q. 1 Multiple Choice based Questions****(10)****1. Which one is not the Organizational development process?**

- A) Feedback                      B) Action Planning                      C) Implementation                      D) Intervention

**2. Which method is used for organizational diagnosis?**

- A) Interview                      B) Questionnaire                      C) Observation                      D) All of these

**3. Model of Change was given by\_\_\_\_\_.**

- A) Lewin                      B) Force                      C) French                      D) Hackman

**4. MBO stands for\_\_\_\_\_.**

- A) Management of Business                      B) Management by Operation  
C) Management by Objectives                      D) Management by Organization

**5. Which one of the following is not the stakeholder in OD process?**

- A) Customer                      B) Government Organization                      C) Supplier                      D) None of these

**6. Which one is not the structural intervention?**

- A) Work Redesign                      B) Work Module                      C) Quality Circle                      D) Grid OD

**7. Which one is not the behavioural intervention?**

- A) Quality of Work Life                      B) MBO                      C) Career Planning                      D) Team Building

**8. Which one is not in the five steps of organizational development practices?**

- A) Laboratory Training                      B) Organizational Transformation  
C) Action Research                      D) Participative Management

**9. "Organisation Development" is written by\_\_\_\_\_.**

- A) French                      B) Hersey                      C) Pareek                      D) Cummings

**10. MBO is given by\_\_\_\_\_.**

- A) Drucker                      B) Hersey                      C) Pareek                      D) Cummings

(1)

(P.T.O.)

**Q.2 Define Organization development & discuss the foundation of Organization Development. (15)**

**OR**

**Q.2 Discuss the role of top management and organizational development practitioners.**

**Q.3 Write a detailed note on change agents with reference to organizational development. (15)**

**OR**

**Q.3 Discuss the structural interventions of OD.**

**Q.4 Describe the Behavioural Interventions of OD. (15)**

**OR**

**Q.4 Discuss the Model of Change in detail.**

**Q.5 Write Short-notes (Any Two) (15)**

- Case Study on OD in global settings
- Emergence of OD as an applied behavioural science
- Planned Change
- Techniques of Organizational diagnosis

- X -

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**SARDAR PATEL UNIVERSITY**  
**MHRM Examination – 3<sup>RD</sup> Semester (NC) - April 2017**

**Day: THURSDAY**

**Time: 2:00 P.M. to 5:00 P.M.**

**Date: 06/04/2017**

**Session: evening**

**Subject Title: Human Resource Development**

**Code: PA03CHRM06**

**Total marks: 70**

**SECTION-A**

**Q-1 Multiple choice question (Attempt all)**

**(10)**

1. HRP stands for
  - a) Human Research Process
  - b) Human Resource Performance
  - c) Human Resource Planning
  - d) None of the above
2. Who is regarded as father of HRD in India?
  - a) T.V. Rao
  - b) P.C. Tripathi
  - c) Dr. Manmohan Singh
  - d) V S P Rao
3. The balanced score card proposes that organizational success depends on:
  - a) a focus on only the internal environment of the organization
  - b) a constantly changing external environment
  - c) the belief that it is impossible to take a rationalist view of the organisation to make optimal choices
  - d) an ability to develop a complete list of cause and effect relationships driving a firm's success
4. The modern HR function has HRD at its core.
  - a) True
  - b) False
5. In OCTAPACE culture P stands for \_\_\_\_\_
  - a) Probability
  - b) Program
  - c) Performance
  - d) Proactivity
6. \_\_\_\_\_ is a method of evaluating the behaviour of employees in the work spot, normally both the quantitative and qualitative aspects of job performance.
  - a) Performance appraisal
  - b) Counseling
  - c) Career planning
  - d) All
7. Which of the following statements is **NOT** true about an HR audit?
  - a) Establishes a benchmark for measuring the performance of the HR department.
  - b) It is done by internal employees or external consultants.
  - c) It gathers data about people, processes, structures and policies.
  - d) It is a statutory requirement for an organization.
8. Advising, counseling and guiding employees and subordinates is called
  - a) Coaching
  - b) Mentoring
  - c) Career management
  - d) career development

9. \_\_\_\_\_ is one of the key factors which help in extracting the best out of employees.

- a) Competency mapping
- b) Employee motivation
- c) HRD audit
- d) None of the above

10. PCMM stands for\_\_\_\_\_.

- a) People Capability Maturity Model
- b) People's capacity maintaining model
- c) Performance controlling and maintaining model
- d) None of the above

**Q-2 Define the term (ANY FIVE)**

**(10)**

- 1. Mentoring
- 2. Employee motivation
- 3. HRD
- 4. Career development
- 5. HRM
- 6. Employer Branding
- 7. HRD climate

**Q-3 Answer in brief (ANY FIVE)**

**(20)**

- 1. Challenges in HRD
- 2. Balanced scored card
- 3. Role of trade unions
- 4. Relationship between HRD and HRM
- 5. HRD culture
- 6. Self renewal system
- 7. Employee counseling

**SECTION - B**

**Q-4 Answer the Following (ANY TWO)**

**(30)**

- 1. Discuss roles and competencies of HRD professionals in detail.
- 2. Explain HRD mechanism for workers.
- 3. Narrate employer branding and other emerging trends.
- 4. Enumerate components of HRD Climate.

— X —

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# Sardar Patel University

MHRM III Semester Examination

Date: -08/04/2017

Day: -Saturday

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

Session: -Evening

Course Title: -Employment Law I

Subject Code: - PA03CHRM07

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. Minimum Bonus under the Payment of Bonus Act is.....  
A. 8.33  
B. 10  
C. 24  
D. 20
2. Any employer who contravenes any provision of minimum wages act will be punishable with the following.  
A. Rs 500/- fine  
B. Rs 1000/- fine  
C. Rs 5000/- fine  
D. Rs 10000/- fine
3. Gratuity shall be payable to an employee on terminate of his employment after he has rendered continues services for not less than..... Years.  
A. 5  
B. 4  
C. 7  
D. 8
4. Every employee shall be entitled to be paid by his employer in an accounting year, bonus, in accordance with the provisions of the payment of Bonus Act, provided he has worked in the establishment for not less than \_\_\_\_\_ working days in that year.  
A. 30  
B. 240  
C. 120  
D. 90
5. \_\_\_\_\_ is concerned with the distribution of benefits and burdens throughout a society.  
A. Social Justice  
B. Natural Justice  
C. Equity  
D. National Economy
6. The workmen compensation act introduced in Which ..... years  
A. 1948  
B. 1923  
C. 1976  
D. 1961

7. Who is Law Minister of India
  - A. Arun Jetli
  - B. Jaya Jetli
  - C. Ravi Shankar Prasad
  - D. Sadanand Govda
8. Who is responsible for payment to a person employed by him in a factory under the payment of wages act, 1936?
  - A. Managing Director
  - B. HR Executive
  - C. Manager
  - D. Owner
9. Who is Law Minister of Gujarat
  - A. Vijay Ruapani
  - B. Hardik Patel
  - C. Pradipsinh Jadeja
  - D. Dilip Sanghani
10. The space for every worker employed in the factory after the commencement of factories Act, 1948 should be \_\_\_\_\_ cubic meters.
  - A. 9.9
  - B. 10.2
  - C. 14.2
  - D. 13.2

**Q2. Definition Any Five.**

**10**

- |                           |                  |
|---------------------------|------------------|
| 1. Wages                  | 5. Working Hours |
| 2. What is factory?       | 6. Bonus         |
| 3. Child                  | 7. Labor         |
| 4. What is labor welfare? |                  |

**Q3. Write a short Answer (Any Five)**

**20**

- |                        |              |
|------------------------|--------------|
| 1. Hazardous Machinery | 5. Bonus Act |
| 2. Safety              | 6. Leave     |
| 3. Welfare             | 7. Gratuity  |
| 4. Health              |              |

**Q4. Write In Details Answer (Any Two)**

**30**

1. Discuss the workmen compensation act in detail.
2. Maternity Benefits Act in Details
3. Discuss in Details Provident Fund Act 1952
4. Explain the Various Benefits of Employee State Insurance Act 1948

\*\*\*\*\*ALL THE BEST \*\*\*\*\*

SEAT No. \_\_\_\_\_

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**SARDAR PATEL UNIVERSITY**

**EXTERNAL EXAMINATION, APRIL – 2017**

**PA03EHRM03/PA03EHRM12: CORPORATE SOCIAL RESPONSIBILITY**

**MHRM (SEMESTER - 3)**

**DATE: 11/04/2017**

**TIME: 2.00 PM TO 5.00 PM**

**DAY: TUESDAY**

**TOTAL MARKS: 70**

**Q. 1 MULTIPLE CHOICE QUESTION.**

**(10 MARKS)**

1. Corporate Social Responsibility main aim is to embrace responsibility for the company's actions and encourage a positive impact through its activities on the environment, consumers, employees, communities, stakeholders and all other members of the public sphere.

a. True    b. False    c. Can't Say

2. \_\_\_\_\_ is/are the Benefit/s of CSR.

a. Enhanced brand image and reputation    b. Increased sales and customer loyalty  
c. Greater productivity and quality    d. All

3. With effect from April 1, 2014, every company, private limited or public limited, needs to spend at least 2% of its average net profit for the immediately preceding \_\_\_\_\_ financial years on corporate social responsibility activities.

a. One    b. Two    c. Three    d. Four

4. \_\_\_\_\_ is reflected by the variety of the actions we take and by our projects to support safety, education, diversity and the environment by industry.

a. NGO    b. CSR    c. MMR    d. CMR

5. Working for the cause of Environment is follow under CSR.

a. True    b. False    c. Can't Say

6. Which among the following is the Approach under triple bottom line.

a. Environment    b. Education    c. Transport    d. None

7. Sustainability is one of the principle of CSR.

a. True    b. False    c. Can't Say

8. \_\_\_\_\_ is/are the approach/s of CSR.

a. Accommodative    b. Obstructionist    c. Defensive    d. All

9. In which year the Companies (Corporate Social Responsibility Policy) Rules is enacted?

- a. 2012   b. 2013   c. 2014   d. 2015

10. Which among the following gas is responsible for Global Warming in world?

- a. Carbon Monoxide   b. Carbon Dioxide   c. Chloroflouro Hydro Carbon   d. Nitrogen

**Q. 2 DEFINE THE TERM. (ANY FIVE)**

**(20 MARKS)**

1. CSR
2. Stakeholders
3. Defensive
4. Accommodative
5. Governance issues
6. Charity
7. Ethical issues

**Q. 3 WRITE THE SHORT NOTE. (ANY FIVE)**

**(20 MARKS)**

1. Concept and Philanthropy and Charity
2. Case studies related to CSR in India
3. Triple Bottom line Approach
4. Evolution of CSR in India
5. Ethics of CSR
6. Social issues related to CSR
7. Labour issues related to CSR

**Q. 4 ANSWER THE FOLLOWING IN DETAIL. (ANY TWO)**

**(30 MARKS)**

1. Discuss in detail the Importance and Principles of CSR in India.
2. Explain in detail any three Approaches of CSR with relevant examples.
3. Describe in detail the Role of Business in Society for different stakeholders with appropriate illustrations.
4. Write in detail the CSR Provisions under Companies Act, 2013.

**ALL THE BEST**