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B.A. Semester - VI (Under CBCS Ordinance)
EXAMINATION MAY 2023
PSYCHOLOGY: Human Resource Management

[Time: 2 Hours]

[Max. Marks:80]

- Instructions:**
- 1) All questions are compulsory. However, internal choice is available.
 - 2) Answer questions 1 and 2 in about 100 words each.
 - 3) Answer questions 3 to 6 in about 400 words each
 - 4) Figures to the right indicate maximum marks

Q1 Write short notes on **any four** of the following: 16

- a) Objectives of Human Resource Management.
- b) SWOT analysis.
- c) Needs of Strategic Human Resource Management.
- d) Corporate Social Responsibility.
- e) Significance of organizational structure.
- f) Quality Circle.

Q2 Write short notes on **any four** of the following: 16

- a) Job Characteristic Model.
- b) Purpose of Job Analysis.
- c) Workforce Planning.
- d) Advantages for Human Resource Audit.
- e) Career Development.
- f) On-The-Job Training.

Q3 a) Write a detailed note on the functions of human resource management. 12

OR

b) Describe Equal Employment Opportunity as a challenge before HRM. 12

Q4 a) Elaborate on the principles of organizational functioning. 12

OR

b) Explain the procedure of collective bargaining on organizational culture. 12

Q5 a) Describe the process and methods used for recruitment of employees. 12

OR

b) Write a detailed note on performance appraisal as a management tool for utilizing human resources. 12

Q6 a) Explain the ACES model for holistic leadership in an organization. 12

OR

b) Elaborate on the process and procedure used for training employees. 12