

PQ10AET

518MS
OB & HRM
13/10/16.
Marks: 75

Time: 2.30 hrs.

NOTE: 1) All questions are compulsory.

2) Give example and draw diagram where ever necessary.

3) All answers carry equal marks.

Q1. Answer any two of the following:-

(15)

- A) Define OB? Explain the fundamental concepts of OB in terms of nature of people.
- B) Explain cross cultural dynamics as a challenge of OB.
- C) Explain SOBC model of OB?

Q2. Answer any two of the following :-

(15)

- A) What is formal communication? State its features.
- B) Explain departmentalization in brief.
- C) Write short note on:-
 - 1) VRS
 - 2) Pink slip

Q3. Answer any two of the following :-

(15)

- A) Define HRM. State the objectives and scope of HRM.
- B) What is HRD? State its importance and problems.
- C) What are the factors that influence human resource planning?

Q4. Answer any two of the following :-

(15)

- A) Define performance appraisal. Explain the process of performance appraisal.
- B) What is compensation? What are the components of salary slip?
- C) Explain in brief the stages in career development.

Q5. Case Study :-

(15)

RSV Pharmaceuticals is a fast growing Pharma company since 2001. The company has decided to promote its junior manager on the basis of merits and performance only. Mr. Anirudh has put 14 years of service and has a good track record and expecting promotion for the post of Senior territory manager. Mr. Rahul who has put in only 8 years of service is also expecting his promotion as he has won best employee award twice. Mr. Kumar though junior to Anirudh has impressive performance and has established very good rapport with people and customers in the market. The management of RSV Pharmaceutical decided to promote Mr. Kumar and accordingly, the order was passed. Mr. Anirudh felt sorry for the decision and resigned. He was offered higher position by the rival pharmaceutical company. Mr. Rahul was surprised of the decision of the rival company.

Questions:-

1. Analyse the decision of Mr. Anirudh and of the rival company.
2. Suggest a suitable performance appraisal strategy that can be used to solve the problem.