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Reg. No :

Name :

MASTER'S DEGREE (C.S.S) EXAMINATION, NOVEMBER 2024

2024 ADMISSIONS REGULAR

M.VOC FPT SEMESTER I - GENERAL

VFPT1G03TM20 - Organisational Behaviour and HRM

Time : 3 Hours

Maximum Weight : 30

Part A

I. Answer any Eight questions. Each question carries 1 weight

(8x1=8)

1. State the meaning of operant learning.
2. Describe the nature of learning.
3. Explain the method of brainstorming.
4. From the organization's point of view, what could be the reasons for group formation?
5. Interpret the term emotional labour.
6. How technology pose resistance to change?
7. What do you mean by downsizing?
8. Explain the different types of career anchors.
9. what do you mean by 360-degree appraisal?
10. Define the interview and list down its objectives.

Part B

II. Answer any Six questions. Each question carries 2 weight

(6x2=12)

11. Explain the big five model of human personality.
12. Detail the different types of teams.
13. Describe the reasons why people show resistance to change.
14. Explain "Johari window".
15. Explain the concept "human capital management".
16. What is the importance of strategic human resource management?
17. What are the essentials of a good performance appraisal system?
18. Explain the different types of training conducted in organizations.

Part C

III. Answer any Two questions. Each question carries 5 weight

(2x5=10)

19. Summarize the factors influencing human behaviour.
20. Analyze the characteristics of a group.
21. Analyze the different steps of change management. What are the different factors affecting organizational change?
22. Evaluate the different techniques or methodologies used for employee training in organizations.