

QP CODE: 24045694



Reg No : .....

Name : .....

**M.Com DEGREE (CSS) EXAMINATION, DECEMBER 2024**

**First Semester**

M.Com MASTER OF COMMERCE & MANAGEMENT

**CORE - CM020102 - HUMAN RESOURCE MANAGEMENT AND ORGANISATIONAL  
BEHAVIOUR**

2020 ADMISSION ONWARDS

B6E888B1

Time: 3 Hours

Weightage: 30

**Part A (Short Answer Questions)**

Answer any **eight** questions.

Weight **1** each.

1. What is meant by procurement of manpower?
2. Define Job Description.
3. What is Vestibule Training?
4. What is meant by Kaizen?
5. What do you mean 360 degree performance appraisal?
6. State the nature and scope of OB.
7. What is introvert personality?
8. Explain Herzberg's hygiene factor.
9. What do you understand by the term Leadership?
10. Name any three situational theories of leadership.

(8×1=8 weightage)

**Part B (Short Essay/Problems)**

Answer any **six** questions.

Weight **2** each.

11. Distinguish between recruitment and selection.
12. State the objectives of counselling.
13. Explain the steps in Factor Comparison method.



14. What are the various determinants of organisational behaviour?
15. Justify the importance of the Model of Self Actuating Man.
16. Discuss Vroom's Expectancy Theory.
17. Write a short essay on the utility of transactional analysis?
18. Explain the different types of teams.

(6×2=12 weightage)

**Part C (Essay Type Questions)**

*Answer any **two** questions.*

*Weight **5** each.*

19. What is HRP? Discuss the various steps and the problems of HRP.
20. Discuss the objectives and basic assumptions of HRD.
21. Critically examine the relevance of values in an organisation.
22. What do you understand by group cohesiveness? Explain the factors influencing group cohesiveness.

(2×5=10 weightage)