

NOTE: All questions are compulsory.

All questions carry equal marks.

Q1) ANSWER ANY TWO (7.5 Marks each) (15Marks)

- Why is the study of OB important?
- Explain in brief the OB models?
- Explain in brief the fundamental concepts of OB about the nature of people?

Q2) ANSWER ANY TWO (7.5 Marks each) (15Marks)

- Explain in brief the process of communication?
- Explain in detail Covey Time management matrix?
- Explain in brief the characteristics of learning organization?

Q3) ANSWER ANY TWO (7.5 Marks each) (15Marks)

- Explain the importance of HRM?
- Explain in detail the HRP process?
- Explain the function of HRD?

Q4) ANSWER ANY TWO (7.5 Marks each) (15Marks)

- Explain in detail the traditional methods of performance appraisal?
- Explain in detail the different stages of career development?
- Write a detail note on :
 - Fringe benefit
 - Employee welfare
 - Incentive plan

Q5) Case study (15Marks)

Sunshine textile is a company established since 1990. It is located in surat. The company believes that performance appraisal is a strong tool to evaluate the performance of the employees. Performance appraisal was undertaken by their superiors who would rate the appraisee by ticking **outstanding, good, fair and satisfactory** on the columns of quality of output, communication skills, punctuality, developing and maintaining human relations, time management, etc. the management of the organization preferred this system which resulted in retention of employees.

J M NAYAK, Human Resource Manager, a very dedicated and committed employee of the organization who had achieved outstanding rank for the last five years, filled his self-appraisal form. He handed over this confidential form to his immediate superior, Mr. Rahul Vari, who is known to be meticulous, immediately evaluated the appraisal form. Negative feedback was given

to J M NAYAK which demoralized him. Mr. Nayak took objection and requested for 360 degree appraisal.

Question (Each question 7.5 Marks)

- Narrate the importance of performance appraisal to employee and organization?
- In above case do you suggest 360 degree appraisal? Justify your answer.

— The End —

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