


Name:	 UPES <small>UNIVERSITY OF TOMORROW</small>
Enrolment No:	

UPES
End Semester Examination, May 2023

Course: OB & HRM	Semester: II
Program: BBA (FT)	Time : 03 hrs.
Course Code: HRES1007	Max. Marks: 100

Instructions: All questions are compulsory

SECTION A
10Qx2M=20Marks

S. No.		Marks	CO
Q 1	Mention the correct alternative	2	CO1
i.	The horizontal expansion of jobs is termed as _____ (A) Job enlargement (B) Job enrichment (C) Job sharing (D) Job involvement	2	CO1
ii.	Too much of reliance on internal recruitment can result in _____ (A) High labour turnover (B) Internal conflict (C) Poor group dynamics (D) Reduced job performance	2	CO1
iii.	BARS stands for _____ (A) Behavioral Action Rating Scale (B) Behaviorally Anchored Rating Scale (C) Bottom-up Action Rating Scale (D) Basic Achievement Rating Scale	2	CO1
iv.	Of the following, all are motivational factors except _____ (A) Achievement (B) Recognition (C) Attraction for work (D) Salary	2	CO1
v.	_____ developed theory z. (A) Elton Mayo (B) Adam Smith (C) Stephen Smith (D) William Ouchi	2	CO1
vi.	_____ leader issues orders to subordinates. (A) Participative Leader (B) Democratic Leader	2	CO1

	(C) Transformational Leader (D) Authoritarian Leader		
vii.	Considering employee needs are important for _____ (A) Increasing employee satisfaction (B) Developing higher expectation for work (C) Reducing workload (D) Developing regulations	2	CO1
viii.	_____ is part of job characteristics model. (A) Skill variety (B) Autonomy (C) Task identity (D) All of the above	2	CO1
ix.	Focus on employee commitment is important in _____ (A) Soft model of HRM (B) Hard model of HRM (C) Both A and B (D) Neither A nor B	2	CO1
x.	Define motivation.	2	CO1
SECTION B 4Qx5M= 20 Marks			
Q 2	What are perceptual and attribution errors? Explain with example.	5	CO2
Q 3	Explain the process of job design.	5	CO2
Q 4	What strategies of recruitment you would follow if you need to hire people for top management level?	5	CO2
Q 5	Why does informal learning and knowledge management is important for organizations?	5	CO2
SECTION-C 3Qx10M=30 Marks			
Q 6	Evaluate various off-the job training methods? Illustrate the training method where workplace arrangements are replicated off-the-job.	10	CO3
Q 7	How does Maslow's need hierarchy explain motivation at various levels? Explain motivation at various levels in organization.	10	CO3
Q 8	Differentiate between transactional and transformational leadership. What are the effects of transformational leadership on organization?	10	CO3
SECTION-D 2Qx15M= 30 Marks			
Q 9	Read the case below and answer the questions: Werner von Siemens established Siemens Telegraph. Siemens Ltd. became successful multinational in electric domain. In his memoirs, Werner describes a formative childhood memory: My earliest childhood memory is a small heroic deed, which was perhaps cemented so firmly in my memory because it deeply formed the development of my character. [.		

	<p>. .] I must have been five years old playing in my father’s room when my three-year-old sister, Mathilde, arrived in tears, led by her mother. She ought to go to her knitting lesson in the neary but complained that a dangerous rooster (a bird) refused her entry to the priest’s house, having bitten her several times. She refused decidedly to go again without escort, despite encouraging words of mother. Even my father could not change her mind—he then turned to me, gave me his stick which was significantly longer than I was, and spoke: “Werner will accompany you; he hopefully has more courage than you do.” To me this still appeared dubious, which is why my father gave me the following advice on the way:” Once the rooster comes, approach him straight and with courage and beat him diligently with the stick, and he will leave.” And this is how it went. Once we opened the gate, the rooster came towards us with erected neck and dreadful hissing. My sister immediately turned and ran crying towards the house, and I had the greatest desire to follow her, but trusting the fatherly advice I approached the bird, though with closed eyes, but beating around me with the stick. And behold, the rooster got scared and left loudly babbling. . . . It is indeed curious how deep of an impression this first victory left in my juvenile mind. Even now, almost 70 years later, all the people and the surroundings are clear in front of my eyes. Countless times, the victory over the rooster has helped me through life’s difficulties, not to turn and run away from dangers but to courageously advance and fight them.</p> <ul style="list-style-type: none"> a) Analyze various aspects of Siemens’s personality mentioned in above case? How are nurture vs nature aspects are important in developing Siemens’s personality? b) What are big five personality factors? What aspects of the big five personality you find in Werner von Siemens? 	<p>15*2 = 30</p>	<p>CO4</p>
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