

Time Allowed: 35 Minutes

(OBJECTIVE PART)

Max. Marks: 32

**Sign of
 Supdt.**

1- a) Encircle the correct answer:

1x4

i) Which of the following is not assessed through psychological tests in selection process?

- a) Attitude
- b) Interests
- c) Personal Ability
- d) Higher Level Skills

ii) Which training method is most suitable in enhancing knowledge and development of conceptual and analytical abilities of employees?

- a) Lectures and Seminars
- b) Simulations
- c) Job Rotation
- d) Instructions

iii) Ahmad is factory worker has a secure, well paid job. He performs the same work tasks daily. He finds the work boring, but is regularly praised for his output by his supervisor. He owns his house which he shares with his wife and children. They rarely want for anything and they have a comfortable lifestyle. Despite this, Ahmad feels dissatisfied. Which of Maslow's innate needs is he lacking?

- a) Self-actualization
- b) Safety
- c) Affiliation
- d) Esteem

iv) If you reduce the amount of effort that you put into your work because you feel that you are not receiving the appropriate level of compensation, you are confirming the basic tenet of _____ theory of motivation.

- a) Expectancy
- b) Equity
- c) Maslow's Need Hierarchy
- d) ERG

b) Encircle True or False:

1x8

- i) Typing on computer is ability. **TRUE / FALSE**
- ii) In-basket technique is one of the exercise of assessment centers. **TRUE / FALSE**
- iii) Performance appraisal has become a tool to motivate and control workers. **TRUE / FALSE**
- iv) Hygiene factors provide individuals with extrinsic rewards. **TRUE / FALSE**
- v) A reliable selection technique is the one which is same for all applicants groups, and should treat all the groups the same. **TRUE / FALSE**
- vi) Theory X and Theory Y are two general sets of extreme propositions about human motivation that are association that are associated with Abraham Maslow. **TRUE / FALSE**
- vii) The five core job dimensions are skill similarity, task identity, task significance, autonomy and feedback. **TRUE / FALSE**
- viii) In Herzberg's theory, achievement, growth and job security is all motivator factors. **TRUE / FALSE**

c) Fill in the blanks meaningfully:

1x4

- i) _____ is concerned with designing and shaping jobs to fit the physical abilities and characteristics of individuals so they can perform their jobs effectively.
- ii) One of the errors in rating is _____ which means clustering a large number of employees around a high point on a rating scale.
- iii) The five directions in which communication flows in organizations are downward, upward, external, Diagonal, and _____.
- iv) _____ theory is based on the assumption that individuals are motivated by their desire to be equitably treated in their work relationships.

2- Give short answers of the following questions:

2x8

i) Define Job Design.

ii) What is the formula for the calculation of growth needs potential score?

iii) What is Vestibule Training?

iv) Define HR Planning.

v) Describe Halo Error in Performance Appraisal.

vi) Highlight the Differences between Content Theories and Process Theories of MOTIVATION.

vii) Define Job Enrichment.

viii) Describe the Critical Psychological States as specified by job Characteristic Model.

Attempt any **FOUR** Questions. All Questions carry equal marks.

SUBJECTIVE PART

- 2- What are the BASIC EMPLOYEE'S RIGHTS and how they can be preserved? How a Safe and Fair work place can be construed in order to ensure the optimal productivity? 8, 9
- 4- What is JOB DESIGN? Discuss Job Characteristics Model. How various Job Designs may affect employees' work motivation? 3, 7, 7
- 5- Differentiate between TRAINING and DEVELOPMENT. Critically evaluate various Training Methods. Discuss the Implications of various Learning Principles in making Training Programs more effective. 3, 7, 7
- 6- Critically evaluate the Use of Psychological Tests as a Selection Tool. Describe how can you establish criterion related Validity of a Selection Test? 10, 7
- 7- Define Human Resource Management. Explain the typical HRM activities in work settings. Please also elucidate the Scope and Significance of Human Resource Management in managing diversity in today's globalized work milieu. 3, 7, 7
- 8- Write Short notes on the following: 9, 8
- i) Job Design
 - ii) Goals of Performance Appraisal