

M. Com 1st Semester Examination, 2023

COMMERCE

*(Human Resource Management and
Organisation Behaviour)*

PAPER – COM-101

Full Marks : 50

Time : 2 hours

The figures in the right hand margin indicate marks

*Candidates are required to give their answers in
their own words as far as practicable*

COM-101.1

1. Answer any *two* of the following questions : 5 × 2
(a) Management has a very important role in organization. Explain.

- (b) Explain the meaning and importance of human resource planning.
- (c) Give an overview about the collective bargaining process.

2. Answer any *one* of the following questions :

- (a) What is human resource management ? 10 × 1
Discuss its importance. 4 + 6
- (b) What is recruitment ? Give a brief overview of the sources of recruitment. 3 + 7

PAPER – COM-101.2

3. Answer any *two* of the following questions : 5 × 2

- (a) What do you mean by organisation behaviour ? What are the resultant output variables or dependent variables in an Organisation Behaviour Model ? Discuss them in brief. 1 + 4

(b) What is role in a group? How role influences the behaviour of an individual? 1 + 4

(c) Write short notes on : $2\frac{1}{2} \times 2$

(i) Classical Conditioning Theory

(ii) Stages of Group Formation

4. Answer any *one* of the following questions : 10 × 1

(a) What is attitude? How behaviour and attitude are related? Discuss the relation in the context of Cognitive Dissonance Theory of attitude. 2 - 3 - 5

(b) What is Organisational Stress? What are the sources of Organisational Stress? How can an organization manage organizational stress? 2 - 4 - 4

[Internal Assessment – 10 Marks]
