

2022

1st Semester Examination

COMMERCE

Paper : COM 101

(Human Resource Management and
Organisation Behaviour)

Full Marks : 40

Time : Two Hours

*The figures in the margin indicate full 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 : 5×2=10
- (a) Explain the term 'delegation of authority'. Why is it required? 2+3
- (b) Discuss in brief the importance of compensation management. 5
- (c) Write a brief note on the internal sources of recruitment. 5
2. Answer any *one* of the following : 10×1=10
- (a) (i) What is span of control? How does it affect the shape of an organization?

P.T.O.

- (ii) Discuss the concept of 360 degree performance appraisal. (2+3)+5
- (b) (i) What is succession planning? Explain its importance in organizations.
- (ii) Explain the terms job rotation and job enrichment. (2+4)+4

COM : 101.2

3. Answer any *two* questions from the following : $5 \times 2 = 10$
- (a) What do you mean by personality job fit? Discuss the Big Five Factor Model of Personality. 1+4
- (b) "It is not the real world that we consider, we consider and deal with the world as perceived by us" — mention four perceptual errors an individual commits in relation to the above statement. 5
- (c) What is cohesiveness? How does cohesiveness affect productivity in a group? 1+4
4. Answer any *one* question from the following $10 \times 1 = 10$
- (a) What is the significance of studying Organization Behaviour? Discuss 3D Model of Organisation Behaviour. 3+7
- (b) What is Organisation Culture? Mention two important functions of culture. How is culture created and sustained? 2+2+6
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