

Reg. No. : .....

Name : .....

Fourth Semester B.B.A. Degree Examination, July 2019

Career Related First Degree Programme Under CBCSS

Group 2 (b)

Elective Course Stream I : Human Resource Management

**BM 1461.1 : ORGANISATIONAL CULTURES AND HUMAN RESOURCE  
DEVELOPMENT**

**(2014 Admission – 2016 Admission)**

Time : 3 Hours

Max. Marks : 80

**SECTION – A**

Answer **all** questions in **one** or **two** sentences. **Each** question carries 1 mark.

1. Define organisation theory.
2. What is dominant culture?
3. Define organisational development.
4. What is transactional analysis?
5. What is quality circle?
6. What is job rotation?
7. What is human resource planning?

8. What is a career?
9. What is child ego state?
10. Define organisation structure.

(10 × 1 = 10 Marks)

**SECTION – B**

Answer any **eight** questions, **not** to exceed one paragraph. Each question carries 2 marks.

11. Write a short note on classical organisation theory.
12. What is technical sub-system?
13. What is power sub-system?
14. What is grid development?
15. What are the differences between human resource development and human resource management?
16. What are the essentials of success in a career?
17. What do you understand by adult ego state?
18. What are complimentary transactions?
19. What do you understand by life positions?
20. Write a short note on career counselling.
21. Discuss the different types of cultures.
22. Discuss the characteristics of organisation culture?

(8 × 2 = 16 Marks)

### SECTION – C

Answer any **six** questions, not to exceed 120 words. Each question carries 4 marks.

23. What are the needs of organisational structure?
24. What are the characteristics of the classical organisation theory?
25. What are the functions of cultures?
26. Discuss the impact of culture on modern organisation.
27. What are the characteristics of organisational development?
28. Discuss the process of management by objectives.
29. What are the steps in organisation development?
30. What are the benefits of human resource development?
31. Discuss the need and objectives of career planning.

**(6 × 4 = 24 Marks)**

### SECTION – D

Answer any **two** questions. Each question carries **15** marks.

32. Explain the elements of organisational structure.
33. Discuss the requirements of successful implementation of organisation development interventions.
34. Explain the process of career planning.
35. Discuss the types of organisation theory.

**(2 × 15 = 30 Marks)**

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BM 1461.1 : ORGANISATIONAL CULTURES AND HUMAN RESOURCE  
DEVELOPMENT  
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 80

**SECTION – A**

Answer **all** questions in **one** or **two** sentences. **Each** question carries **1** mark.

1. What is organisational structure ?
2. Define organisational culture.
3. What is culture ?
4. What is management by objectives ?
5. What is job enrichment ?
6. Define human resource development.
7. What is quality of work life ?
8. What is organisation development ?
9. What is stroking ?
10. What is organisation theory ?

**(10×1=10 Marks)**

**SECTION – B**

Answer **any eight** questions, **not** to exceed **one** paragraph. **Each** question carries **2** marks.

11. What are the pillars of the classical organisation theory ?
12. What is system approach to organisation ?
13. What is social sub-system ?
14. What is sensitivity training ?

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15. Discuss the nature of human resource development.
16. Write a short note on human resource development culture.
17. What is career counselling ?
18. Write a short note on transactional analysis.
19. What do you understand by parent ego-state ?
20. What are non-complementary transactions ?
21. What are the benefits of transaction analysis ?
22. What is classical organisation theory ?

(8×2=16 Marks)

#### SECTION – C

Answer **any six** questions, **not** to exceed **120** words. **Each** question carries **4** marks.

23. What are the assumptions of the classical organisation theory ?
24. What are the characteristics of organisation culture ?
25. What are the types of cultures ?
26. What are the objectives of organisational development ?
27. What are the features of management by objectives ?
28. What are the benefits of management by objectives ?
29. What are the phases of grid organisation development programme ?
30. What are the objectives of human resource development ?
31. What are the main objectives of career counselling ?

(6×4=24 Marks)

#### SECTION – D

Answer **any two** questions. **Each** question carries **15** marks.

32. Explain the different types of organisation theory.
33. Discuss the organisation development intervention techniques.
34. Explain the various sub-systems of human resource development.
35. Explain the benefits of career planning.

(2×15=30 Marks)