

**GUJARAT NATIONAL LAW UNIVERSITY
GANDHINAGAR**

**Course: Organizational Behaviour and Human Resource Management
Semester-III (Batch: 2018-23)**

End Semester Examination: October-2019

Date: 22nd October, 2019

Duration: 3 hours

Max. Marks: 50

Instructions:

- Read the questions properly and write the answers in the given answer book.
- The respective marks for each question are indicated in-line.
- Do not write anything on the question paper.
- Indicate correct question numbers in front of the answers.
- No questions or clarifications can be sought during the exam period, answer as it is, giving reason, if any.

Answer the following questions:

Marks

- Q.1 Answer the following questions: **(Any four)** (4x5=20)
- (a) Group properties.
 - (b) Circumplex Model of emotion.
 - (c) Factors affecting Individual Behavior.
 - (d) Vroom's theory of Motivation.
 - (e) Attitude and attitude change.

- Q.2 Discuss the process of Human resource planning in detail. (08)

Or

Discuss various tests that are used, while selecting the candidates for the interview. What type of tests do you use for selecting management trainees for a large fertiliser plant?

- Q.3 How do you relate corporate mission and objectives with the recruitment objectives? (08)
Discuss sources of recruitment elaborately.

- Q.4 When we take decisions, what processes do we follow? Discuss the models of decision making that explain Man as a rational decision maker and Man as an Administrator. (08)

- Q.5 Read the case study and answer the questions: (3x2=06)

Harrick Electronics Company (HEC) has an excellent national & international reputation. Though employees are satisfied to work for the company but company demands total loyalty from its employees and even tries to influence their work after the work. Ritu, a bright young woman working with HEC for past 8 years. She was highly appreciated and respected by her colleagues across the company. She was handling the position of divisional sales manager and was completely justifying her responsibilities at her job. She considered a potential candidate for potential advancement. Since past six months, she had been dating Rishi, an employee of a rival company of HEC. One day Ritu's boss called her to discuss on this matter and had the concerns of possible conflict of interest because of this association. He made it clear that HEC has a written policy that demands complete loyalty from its employees.

Shortly, after this confrontation with her boss, she was transferred to a non-managerial

position without any pay cut.

She noted that her friends of HEC tried to avoid her. But Ritu felt very strongly that the company had no business suggesting who she could and could not see after working hours; as a result she quit the job.

- (a) What is your opinion about this case? Give proper justification for that.
- (b) Suggest few ways to HEC to achieve improved loyalty from the employees having their motivation levels intact.
- (c) What would you have done if in Ritu's position? Support your answer with logical arguments.
