RF-3550
B. B. A. (Sem. VI) (CBCS) Examination
March / April - 2017
Advance Human Resource Management - II
(HRM)

Time : 2 Hours] [Total Marks : 50

Instructions :
(1) Fill up strictly the details of signs on your answer book.
Name of the Examination :
B. B. A. (SEM. 6) (CBCS)
Name of the Subject :
ADVANCE HUMAN RESOURCE MANAGEMENT - 2 (HRM)
Subject Code No. : 3 5 5 0 Section No. (1, 2, ....) NIL

(2) All questions are compulsory.
(3) Figures to the right indicate full marks for that question.
(4) Prepare neat and clean diagram wherever it is required.

1 Answer the following in brief : (any five) 10
   (1) Explain in brief mechanistic culture.
   (2) What is action research ?
   (3) Define Organizational Development.
   (4) State how one can empower employee by enhancing impact dimension of the job.
   (5) Enlist four characteristics capturing essence of organizational culture.
   (6) Mention any four significance of employee empowerment.

2 (a) Write a note on : Participative Management. 6
(b) Discuss process of organizations development in detail. 7

OR

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2 (a) Discuss following OD interventions:
   (i) Managerial Grid
   (ii) Survey Feedback
(b) Discuss barriers to empowerment in context to India.

3 (a) Describe individual, intra-group and inter-group power tactics in detail.
(b) Enumerate and explain different levels of culture in detail.

OR

3 (a) Explain in detail ethical consideration in use of power.
(b) ‘Creating organizational culture is difficult but its effects are worth the pain’ – in light of the statement explain how to create a healthy culture in organization.

4 (a) Mr. Ruchir is appointed as Chief Ethics Officer at Evon Ayurveda Pvt. Ltd. He has identified that the operating system is not appropriate for to meet challenges posed by present day intense competition. He has identified several areas that require changes viz. Business process, organizational structure and attitude of employees. Which type of organizational change Mr. Ruchir should bring? Justify your answer.

(b) Write a short note on any one of the following:
   (1) Methods in dealing with resistance to change
   (2) Sources of Power.