

**Indian Maritime University**  
**(A Central University, Govt. of India)**  
**End Semester Examinations – June 2026**  
**Programme Name: BBA (ML)**

**Semester: II**

**Subject Code: UG32T2201**

**Subject Name: Human Resource Management & Organisation Behaviour**

Date: 01.06.2026

Max Marks: 70

Duration: 03 Hrs

Pass Marks: 35

General Instructions

- (i) All Sections (A, B & C) are to be attempted.
- (ii) Options, if any, are specified in respective section.

**SECTION – A**

**(10 x 01 = 10 Marks)**

**ANSWER ALL OF THE FOLLOWING QUESTIONS**

1. Human resource managers generally exert \_\_\_\_\_ within the human resources department and \_\_\_\_\_ outside the human resources department.
  - a) Line authority; staff authority
  - b) Staff authority; line authority
  - c) Functional authority; line authority
  - d) Staff authority; implied authority
2. \_\_\_\_\_ refers to the tendency of firms to extend their sales, ownership, and/or manufacturing to new markets abroad.
  - a) Expansion
  - b) Globalization
  - c) Export growth
  - d) Diversification
3. Seniority based promotions are advantages because of \_\_\_\_\_.
  - a) They are objective
  - b) They single out the best employee for praise and recognition
  - c) They make unions powerful
  - d) They are based on performance
4. Which of the following refers to the human requirements needed for a job, such as education, skills, and personality?
  - a) Job classification
  - b) Job placement
  - c) Job specifications
  - d) Job descriptions

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5. \_\_\_\_\_ training is a method in which trainees learn on actual or simulated equipment but are trained away from the job.
- a) Vestibule
  - b) Virtual-reality
  - c) Programmed
  - d) Job instruction
6. Which of the following method of performance appraisal is an individual evaluation method?
- a) Ranking method
  - b) Paired comparison method
  - c) Forced distribution method
  - d) Forced choice method
7. The payment of the Wages Act was enacted in \_\_\_\_\_ year.
- a) 1926
  - b) 1936
  - c) 1948
  - d) 1976
8. Which of the following legislations cannot be included in the category of industrial relations legislations in India?
- a) Industrial Disputes Act, 1947
  - b) Trade Union Act, 1926
  - c) Industrial Employment (Standing orders) Act, 1946
  - d) Equal Remuneration Act, 1976
9. Which of the following is a group-level variable in the basic model of organisational behaviour?
- a) Personality
  - b) Perception
  - c) Leadership
  - d) Emotional Intelligence
10. \_\_\_\_\_ is not a way of organizing perceptual inputs.
- a) Figure-ground
  - b) Simplification
  - c) Conclusion
  - d) Grouping

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**SECTION – B**

**(05 x 02= 10 Marks)**

**ANSWER ALL OF THE FOLLOWING QUESTIONS**

- TMI 11. Describe polycentric approach? TMI
12. Write a short note on internal mobility.
13. What is career planning?
14. Explain the term "Gratuity".
15. What are formal groups in an organisation?

**SECTION – C**

**(05 x 10= 50 Marks)**

**ANSWER ANY FIVE OUT OF SEVEN OF THE FOLLOWING QUESTIONS**

16. Define HRM and explain various functions of HRM.
17. Elucidate the features and objectives of Human resource planning. TMI
18. Examine the principles of wage and salary administration and analyze their role in maintaining equitable compensation in an organization.
19. What is collective bargaining? Explain the features of collective bargaining.
20. Discuss various provisions related to health, safety and welfare in Factories Act, 1948?
21. Explain the concept, nature and scope of organisational behaviour.
22. Describe the process of planned change in an organisation.

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