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RMSE-002

PH. D. IN MANAGEMENT (PHDMGMT)

Term-End Examination

June, 2020

**RMSE-002 : AREAWISE ADVANCED COURSE OF
STUDY : HUMAN RESOURCES MANAGEMENT**

Time 3 Hours

Maximum Marks : 100

Note : (i) Attempt any five questions.

(ii) Each question carries 20 marks.

1. Define leadership. Explain the modern theories of leadership with the help of examples that are relevant in present organizations.

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2. Describe the evolution and the concept of Organizational Citizenship Behaviour (OCB.) Explain the antecedents and implications of OCB.
3. Discuss the concept of 'competency mapping'. Explain the methods of competency mapping, citing their strengths and weaknesses.
4. What is attrition ? Discuss the implications of attrition in Indian organization highlighting its present status in any sector that you are familiar with.
5. Identify the factors responsible for the formation of white-collar managerial unions. Briefly trace the evolution of managerial unions in India.

6. What are the aims and objectives of Workers' Participation in Management (WPM) ? Outline the origins of WPM in India and briefly discuss the current status.
7. Define teams and describe various types of teams. Explain and suggest the aspects of effective team building, citing examples.
8. What is job evaluation ? Discuss any *two* methods of job evaluation showing their strengths and weaknesses with the help of examples.