

[This question paper contains 2 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 6314

J

Unique Paper Code : 2113100015

Name of the Paper : Managing Human Capital at
Workplace (DSC)

Name of the Course : **B.A. (Hons.) Applied
Psychology**

Semester : VI

Duration : 3 Hours

Maximum Marks : 90

Instructions for Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
2. There are 4 questions in total.
3. You are required to answer 3 long questions and 3 short notes.
4. All the questions carry equal marks.

1. Define Job Analysis along with its importance.
Explain the methods for collecting job analysis
information. (10+10)

OR

P.T.O.

Describe the basics of Job Analysis. Write a job description of a Police officer. (20)

2. What is Organizational Socialization and explain in detail "diversity in organization". (5+15)

OR

Explain the Process of Recruitment with suitable examples. (20)

3. Explain the nature of counterproductive behaviour. How do employers manage ineffective job performance. (10+10=20)

OR

Explain in detail the ways to manage and reduce employees Absentism. (20)

4. Write short notes on any 3 of the following : (10+10+10=30)

(a) Odd forms of Counterproductive behaviour

(b) Employee Turnover

(c) Competency mapping

(d) Profiles in Talent Management

(e) Recruitment and Selection