

7637A

4

(d) Competency based Job analysis

(e) Diversity in organizations

[This question paper contains 4 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 7637A 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.

7637A

2

1. What is Job Analysis? Describe the key aspects of job analysis. (5+15)

OR

Define Recruitment and Selection. Explain different methods of the recruitment process. (8+12)

2. Why diversity matters in organization. Describe different types of diversity in organizations. (8+12)

OR

Define Organizational Socialization. Critically evaluate key aspects of organizational socialization with suitable examples. (10+10)

7637A

3

3. Define Counterproductive work Behaviour. Explain the relations between Counterproductive work Behaviour and performance. (5+15)

OR

Describe the concept of Employee turnover. Explain different factors to reduce employees absenteeism. (5+15)

4. Write short notes on any three of the following: (10+10+10)

(a) Talent Management

(b) Job description

(c) Job analysis