

This question paper contains **2** printed pages]

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S. No. of Question Paper : **1509**

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**

(Write your Roll No. on the top immediately on receipt of this question paper.)

There are **4** questions in total.

You are required to answer **3** long questions and **3** short notes.

All questions carry equal marks.

1. What is Organizational Socialization ? Explain in detail “diversity in organization”. 5+15

Or

Explain the process of Recruitment with suitable examples. 20

2. Explain the nature of counterproductive behaviour. How do employers manage ineffective job performance ? 10+10

Or

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

P.T.O.

3. Define Job analysis along with its importance. Explain the methods for collecting job analysis information. 10+10

Or

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

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

- (a) Talent management
- (b) Employee Turnover
- (c) Competency mapping
- (d) Job Analysis
- (e) Recruitment and Selection.