

**2021**

**PSYCHOLOGY — HONOURS**

**Paper : DSE-A-2**

**(Human Resource Management)**

**Full Marks : 50**

*The figures in the margin indicate full marks.*

*Candidates are required to give their answers in their own words  
as far as practicable.*

1. Write notes on **any two** of the following (within **300** words) : 5×2
    - (a) Human Resource Management
    - (b) Organizational change
    - (c) 360-degree performance evaluation
    - (d) Objectives of HRD.
  
  2. Answer **any one** question from the following (within **800** words) : 10×1
    - (a) Critically examine the evolution and present state of HRM in India.
    - (b) Delineate the process of personnel selection.
    - (c) Explain the role of globalization in IHRM.
  
  3. Answer **any two** questions from the following (within **1000** words) :
    - (a) Explain the role of culture on IHRM. Discuss Hofstede's cultural dimension theory in this context. 5+10
    - (b) Discuss in detail the purpose and techniques of job analysis. 5+10
    - (c) (i) Distinguish between job description and job specification.  
(ii) Delineate any one model of organizational development. 5+10
    - (d) Distinguish between training, induction and development. How can the training needs of an organization be determined? 6+9
-