

B. E. PRODUCTION ENGINEERING FOURTH YEAR FIRST SEMESTER EXAMINATION – 2025

Subject: BEHAVIOURAL SCIENCE AND HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Full Marks: 100

Answer Any Five Questions

Q1. A) "Behavior is generally predictable, so there is no need to formally study O.B." Explain why this statement is incorrect. What are the three levels of analysis of O.B. model? How they are related?

B) With an example explain the formula: Performance = f (A x M x O)

C) What are the "Hawthorne Studies". Discuss their contribution to the development of Behavioral Science. 7+5+8

Q2. A) Describe the functions that communication provides within a group or organization. Give example of each.

B) What is non-verbal communication? Does it aid or hinder verbal communication?

C) What conditions stimulate the emergence of rumors? Describe how political correctness can hinder effective communication. 8+5+7

Q3. A) Does motivation come from within a person or is it a result of the situation? Explain. What is the role of self- efficacy in goal setting?

B) Compare and contrast Maslow's hierarchy of needs theory with Herzberg's two factor theory.

C) What are the implications of Theory X & Theory Y for motivation practices? 7+8+5.

Q4. A) What is Power? How does one get it?

B) Compare power tactics with power bases. What creates dependency? Give an example.

C) How are power & politics related? Explain with an example. 5+10+5

Q5. A) What are the advantages & limitations of Conflict? What is 'dysfunctional' conflict?

B) Under what conditions might conflict be beneficial to a group? Explain.

C) Explain briefly the different conflict management strategies. 7+4+9

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Q6. A) What is 'Negotiation' in terms of OB? What can you do to improve your negotiating effectiveness?
How do men and women differ, if at all, in their approaches to negotiation?

B) With a suitable example explain the Job Characteristics model.

C) Differentiate between 'Job Enlargement' & 'Job Enrichment'. What is 'Motivating potential Score'?

8+6+6

Q7. A) What is 'Managerial Grid'? Contrast its approach to leadership with the approach of Ohio State group.

B) What should be the motivation strategies for the following cases: i) people doing highly repetitive work,
ii) low skilled workers and iii) professional employees?

8+12

Q8. A) What is 'Trust'? Identify its dimensions. Explain how leaders can build trust.

B) Describe the strength and weakness in the 'Trait' approach to leadership.

C) What is moral leadership? When might leaders be irrelevant?

8+6+6