

NATIONAL LAW UNIVERSITY, JODHPUR

End Term Examination – May, 2023

Semester: M.B.A (Insurance) – IV Semester

Subject: Human Resources Management and Organizational Behaviour

Time: 3 Hours

Marks: 100

Instructions to the students:

- 1) *The students are required to follow the examination protocol.*
- 2) *This question paper contains six questions. All questions carry equal marks.*
- 3) *You must answer five questions.*

Q1). Differentiate between Layoff and Lockout

(20 Marks)

Q2. AMNis a Life Insurance Company wherein the management is initiating a Voluntary Retirement Scheme, 2023. As an HR Manager, you are required to highlight the important provisions for a draft VRS scheme, 2023

(20 Marks)

Q3. Explain a suitable selection process for Development Officers in any Insurance company.

(20 Marks)

Q4. Why do you think management find teams' performance to be better than groups' performance?

(20 Marks)

Q5. Read the given statement and answer the question: -
'Mere cessation of work considered as illegal.'

Examine the situations under which workers resort to cessation of work. Would it be appropriate and legal to consider such behavior of workers? Substantiate your answer with reasons.

(20 Marks)

Q6. Write short notes on the following:

- a) Trait Theory
- b) Psychoanalytical theory

(10+10=20 Marks)

3 MAR 2023

National Law University, Jodhpur

Mid Term Examination, 2023

Human Resources Management and Organizational Behavior

MBA- IV Semester (Insurance)

Time 90 Minutes

Marks 50

Instructions to the Students

- 1) *Attempt all questions*
- 2) *Students shall follow the examination protocol.*

1. Employee Referral Program is a preferred mode of recruitment in IT companies. Highlight the advantages and limitations of Employee Referral Program.

(15 Marks)

2. Discuss the nature and importance of Manpower Plan?

(15 Marks)

3. Write short notes on the following:

- a) Job satisfaction and Job dissatisfaction
- b) Carl Roger's theory of Humanism.

(10+10=20 Marks)

