Name : .....
Roll No: .....

MAR ATHANASIUS COLLEGE OF ENGINEERING, KOTHAMANGALAM – 686 666

DEPARTMENT OF MECHANICAL ENGINEERING
SECOND SESSIONAL EXAMINATION OCTOBER 2026
FIFTH SEMESTER – (ME)

B24ME3P12 ORGANIZATIONAL BEHAVIOUR & HUMAN RESOURCES MANAGEMENT

Time – 1.5 Hour **Max: 40 Marks**

PART-A

Answer All Questions

1.	Differentiate between formal groups and informal groups.	**[CO 3]**	**3 Marks**
2.	Define conflict and explain its meaning in an organizational context.	**[CO 3]**	**3 Marks**
3.	Define Human Resource Management (HRM) and state its objectives in an organization.	**[CO 4]**	**3 Marks**
4.	Explain how effective job design can improve employee performance and job satisfaction.	**[CO 4]**	**3 Marks**

PART-B

Answer All Questions

5.a	Explain the concept of self-managed teams and cross-functional teams, and describe the key features of each.	**[CO 3]**	**7 Marks**
5.b	Define group development. Explain the different stages of group development and describe the main characteristics of each stage.	**[CO 3]**	**7 Marks**
6. a	Explain the different steps involved in the Human Resource Planning process and list the factors affecting Human Resource Planning.	**[CO 4]**	**7 Marks**
6. b	Explain the impact of performance appraisal on employee performance and organizational effectiveness.	**[CO 4]**	**7 Marks**

VISION

Mentoring to Ensure Excellence

MISSION

- To facilitate comprehensive and integrated development of students by providing quality education that encourages sustainable practices
- To mold disciplined and socially committed engineers capable of assuming professional leadership upholding national integrity