

Sl. No. 6091

Unique Paper Code: 2112113602

Course: B.A. (Hons) Applied Psychology

Paper Name: DSC: Managing Human Capital at Workplace

Semester: VI

Time: 3 Hours

Maximum marks: 90

Instructions for the students:

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

Attempt a total of 4 questions.

Question no. 6 is compulsory

1. What is Job-Analysis? Discuss various methods involved in the job analysis. (5+15)
2. Explain any one model of organisational socialisation. Discuss the impact of diversity on employee socialization. (10+10)
3. What do you understand by counterproductive behaviour? What are some common forms of counterproductive behaviour in the workplace? (5+15)
4. Define Recruitment. What steps can organizations take to ensure a positive recruitment experience for applicants, from initial application to onboarding?(5+15)
5. How has job analysis changed due to advancements in technology, such as AI, automation, and the rise of remote work? Explain how these shifts have influenced traditional job analysis practices and what steps organizations can take to adjust to these developments. (10+10)
6. Short notes on any three (10 x 3 = 30)
 - a) Direct observation and Work Diaries
 - b) Diversity at workplace
 - c) Odd forms of Counterproductive behavior
 - d) Steps to reduce counterproductive behaviour at workplace
 - e) Talent Management

