

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons) summer 2022 -23 Examination

Semester: 4**Subject Code: 16104253****Subject Name: Human Resource & Knowledge Management****Date: 31-03-2023****Time: 10:30am to 1:00pm****Total Marks: 60****Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as directed.**A) State whether each of the following statements is TRUE or FALSE. (Each of 1 mark) (06)**

1. The legal environment has little impact on human resource management decision making.
2. Differences based on cultural, ethnic, and racial factors are called cultural diversity
3. Learning is no permanent change in behavior through education, training, practice and experience.
4. In smaller companies, line managers assume a larger role in effective human resource management practices.
5. Classical conditioning is the association of one event with another desired event resulting in a behavior.
6. cultural beliefs are passed from generation to generation and are never changed or altered

B) Explain Following Terms. (Each of one mark) (06)

1. What is Knowledge Management System?
2. Define Cultural Diversity
3. What is Single Loop learning?
4. State the any four limitations of organizational learning
5. What do you understand in "Culture."?
6. What is Organizational Beliefs?

Q.2 Write a note on following: (Each of 04 mark) (12)

1. Role of Knowledge management in HRM
2. Single Loop and Double Loop Learning Theory.
3. Write a note on Impact of organizational Culture.

Q.3 Answer the following Questions. (Any Three) (18)

1. Write a Full note on Future of Knowledge Management
2. Elaborate characteristics of Organizational Culture.
3. Explain the Role and Qualities of Knowledge Management Officer?
4. Write a full not on Classical Conditioning - Pavlov Theories.

Q.4 Answer the following Questions. (Any two) (18)

1. Explain Benefits of KMS.
2. Briefly explain Types of Culture.
3. Explain process of Organizational Learning.