

Enrolment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
BBA - SEMESTER - VI EXAMINATION - SUMMER 2025

Subject Code: 1560110

Date: 19-05-2025

Subject Name: HR Competencies

Time: 10:30 AM TO 01:00 PM

Total Marks: 70

Instructions

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. USE of SIMPLE calculators AND non-programmable scientific calculators are permitted.

	Marks
Q.1 Attempt ANY 7	14
(a) High Performance Teams	
(b) Cross-functional Teams	
(c) Conflicts	
(d) Leaders	
(e) Counselling	
(f) Dual Career	
(g) Distress	
(h) Time Management	
Q.2 Multiple Choice Questions (All Compulsory)	14
(1) Which of the following is a benefit of teamwork?	
A. Increased workload	
B. Decreased motivation	
C. Improved collaboration	
D. Individual competition	
(2) A cross-functional team consists of members from:	
A. The same department	
B. Different hierarchical levels	
C. Various functional areas	
D. External consultants only	

- (3) Which of the following helps in resolving team conflicts?**
- A. Ignoring team issues
 - B. Encouraging open communication
 - C. Avoiding team meetings
 - D. Letting conflicts escalate
- (4) Autonomous workgroups are known for:**
- A. Rigid supervision
 - B. Total dependency on managers
 - C. Self-management
 - D. Lack of decision-making
- (5) According to Trait Theory, leadership is based on:**
- A. Acquired behaviors
 - B. Shared team experiences
 - C. Inborn personal qualities
 - D. Formal education
- (6) Hersey and Blanchard's leadership model focuses on:**
- A. Fixed leadership style
 - B. Cross-cultural training
 - C. Situational leadership
 - D. Job rotation
- (7) The Rational Model of decision making involves:**
- A. Emotional reasoning
 - B. Random choices
 - C. Logical reasoning
 - D. Avoiding alternatives
- (8) Which model assumes decisions are influenced by politics and power?**
- A. Rational model
 - B. Political
 - C. Bounded rationality
 - D. Cognitive
- (9) The main objective of employee counselling is to:**
- A. Increase workload
 - B. Promote competition
 - C. Emotional and professional support
 - D. Reduce work hours
- (10) Which of the following is a type of counselling?**
- A. Directive
 - B. Tactical
 - C. Creative
 - D. Strategic

(11) An essential skill for an effective counsellor is:

- A. Technical expertise
- B. Strong physical strength
- C. Active listening
- D. Aggression

(12) Work-Life Balance refers to:

- A. Spending more time at work
- B. Ignoring family needs
- C. Balancing personal and professional life
- D. Working on weekends

(13) One physical mechanism to manage stress is:

- A. Overwork
- B. Meditation
- C. Argument
- D. Avoidance

(14) Cognitive restructuring is:

- A. Skill-based
- B. Physical
- C. Cognitive
- D. Relaxation

Q.3 (a) Explain the types of teams with suitable examples. **07**

(b) What factors should be considered when designing a team? **07**

OR

(a) Discuss the tangible and intangible benefits of teamwork in organizations. **07**

(b) How do cross-functional teams differ from autonomous work groups? **07**

Q.4 (a) Compare and contrast Trait Theory and Behavioural Theory of leadership. **07**

(b) What are the major decision-making models in management? Discuss in brief. **07**

OR

(a) Describe Hersey and Blanchard's Situational Leadership Model. **07**

(b) Critically evaluate the process of Rational Decision-Making Model with an example **07**

Q.5 (a) Define employee counselling. What are its key objectives and how does it benefit both employees and organizations? **07**

(b) Explain any three strategies of stress management with examples. **07**

OR

- (a)** Discuss the main types of employee counselling. **07**
- (b)** Discuss the major sources and symptoms of stress in the workplace. **07**
