

Indian Maritime University
(A Central University, Govt of India)
End Semester Examinations – December 2022
Programme Name: B Sc (NS)
Semester: VI
Subject Code: UG21T4605

Subject Name: Human Resource Management, Development and Leadership

Date: 01.12.2022

Max Marks: 70

Duration: 03 Hrs

Pass Marks: 35

General Instructions

- (i) All Sections (A, B & C) are to be attempted.
- (ii) Options, if any, are specified in respective section.

Section A

Choose the correct answer
Each question carries 01 Mark

1. A _____ evaluates an employee's performance in a job in terms of its requirements.
 - a. Performance expectation
 - b. Actual performance
 - c. Performance appraisal
 - d. Performance gap
2. _____ usually ensures that correct practices are followed on board ship by way of carrying out audits and inspections.
 - a. Operations Department
 - b. Fleet Personnel Depart
 - c. HSQE Department
 - d. Captain
3. In a conflict when the parties are highly cooperative and also highly assertive then the parties are using the _____ technique to manage conflict.
 - a. Competing
 - b. Avoiding
 - c. Accommodating
 - d. Collaborating

4. _____ is similar to orientation onboard the ship.
- Placement
 - Recruitment
 - Familiarization
 - Selection
5. MRM stands for _____.
- Maritime Resource Management
 - Maritime Repetitive Management
 - Maritime Redundancy Management
 - Maritime Reverse Management
6. A reward given by an employer to recognize the good work done by an employee is an _____.
- Intrinsic motivation
 - Extrinsic motivation
 - Innate motivation
 - Essential motivation
7. Sleep deficiency leads to _____.
- Inactivity
 - Laziness
 - Sleep debt
 - Financial debt
8. The three levels of situational awareness are _____.
- Projection, comprehension, perception
 - Communication, comprehension, perception
 - Teamwork, projection, perception
 - Projection, acceptance, perception
9. _____ skills in a team help to improve the effectiveness of a team.
- Similar
 - Complementary
 - Tough
 - Hard
10. _____ are cycles in the body that occur roughly across 24 hours.
- Physical rhythms
 - Mental rhythms
 - Circadian rhythms
 - Emotional rhythms

Section B

Answer all questions

Each Question Carries 02 Marks

11. Explain the difference between Stepping-Back and Brain-Stilling in decision-making.
12. What is Consultative Management in Worker's Participation in Management

13. Elaborate on the informal communication inside an organization with relevant diagrams.
14. What are the duties of cadet on board ships
15. Why is Maritime Resource Management important?

Section C

Answer Five out of Seven Questions

Each question carries 10 Marks

16. What are the Contents of AOA
17. Elaborate on McClelland's Theory of Learned Needs.
18. Explain the different types of human errors that can lead to accidents.
19. Describe the Managerial Grid Theory of Leadership developed by Blake and Mouton
20. Is listening an important skill that needs to be sharpened in the process of communication? Give reasons for your answer.
21. What are the duties of a second officer on board the ship?
22. What are the benefits of RSPL to the seafarer?

