

SYLLABUS FOR DEPARTMENTAL ENTRANCE EXAM- SPECIALIZATION HRM & OB

UNIT 1

- Learning and Theories of Learning
- Personality – Components and Theories
- Perception- Concept, Factors affecting Perception
- Attribution Theory and Perceptual Errors

UNIT II

- Meaning and Components of Attitude
- Job satisfaction and Factors Affecting Job satisfaction
- Theories of leadership-Trait , Contingency, Behavioural and Contemporary Theories
- Motivation – Concept and Importance; Content and Process Theories of Motivation

UNIT III

- Organizational Culture- Types and Dimensions
- Stress and Well Being at Work
- Organizational Development
- Managing Change

UNIT IV

- Human Resource Planning
- Recruitment, psychological testing, selection process and its Techniques.
- Training policies, programmes & techniques
- Legal Framework of employment

UNIT V

- Performance Management and Performance Appraisal
- Contemporary global trends and management of human resources
- Job Evaluation and compensation management
- Talent Management and Competency Management