

**MS-3163**

M.B.A. (H.R. &amp; I.R.) (Semester-IV)

Examination-2015

Managerial Counselling

Paper-I

( HR-041 )

***Time : Three Hours ] [ Maximum Marks : 70***

Note : Answer five questions in all .Question No.

1 is of short-answer type carrying 30 marks is compulsory. Attempt one question of 10 marks from each unit.

1. Write short answers to the following: 3 × 10
  - (a) Counselling and conversation.
  - (b) Genuineness vs non-judgementalism in counselling.
  - (c) Summarising as a tool of counselling.
  - (d) Role of psychological tests in therapeutic process.

**P.T.O.**

**(2)**

- (e) Story writing and sharing as a technique of group counselling.
- (f) Miracle questions in solution focussed brief counselling
- (g) Innocent and culpable absenteeism
- (h) Human reliability assessment
- (i) Client centered counselling
- (j) Drivers of bias in risky judgement

Unit - I

- 2. Describe in brief the understanding stage of eight stage model of counselling. 10
- 3. What are the major goals of managerial counselling?

Unit - II

- 4. Elucidate the role of 'acceptance', 'silence' and 'giving' recognition in therapeutic communication. 10
- 5. Write a note on process of crisis intervention. 10

**(3)**

Unit - III

- 6. Group therapy approaches issues of personal growth through the use of interpersonal interaction, discuss. 10
- 7. 'Managers can thrive by exploring, understanding and overcoming blockages inhibiting personal growth.' Present your view points on the statement. 10

Unit - IV

- 8. What do you understand by P-E fit? How performance appraisal and attraction - selection-attrition can generate high level of P-F fit? 10
- 9. Throw light on the mechanism to help group of people caught into the chain of repeated accidents. 10