

PART B --- (5 × 16 = 80 marks)

11. (a) (i) Explain the characteristics of knowledge based organization. (8)
(ii) Explain the steps involved in knowledge based organization. (8)

Or

- (b) (i) Explain the types of approaches in knowledge based organizations. (8)
(ii) Explain the concept of knowledge boundaries. (8)
12. (a) (i) Discuss the roles and responsibilities of HR managers in knowledge based organization. (10)
(ii) How to use the knowledge as strategy? (6)

Or

- (b) Discuss the opportunities and challenges of HRM knowledge based organizations. Give suitable illustrations.
13. (a) (i) Suggest suitable suggestions for adopting knowledge culture during change adoption. (10)
(ii) How to manage the knowledge workers in different stages of employment? (6)

Or

- (b) (i) Write short note on knowledge culture. (8)
(ii) Discuss the types of HR strategy suitable to knowledge based organization. (8)
14. (a) Briefly explain the recruitment and performance appraisal system in knowledge based organization.

Or

- (b) Describe the nature and scope of intellectual capital management in knowledge based organization.
15. (a) Explain the role of leadership and coordination in knowledge organization.

Or

- (b) Discuss the role of HR functions in effectively managing the knowledge workers.