

Paper Code : DMDS-237

Roll No : .....

**Examination : DECEMBER 2020**  
2nd Year  
Personal Growth & Training Development

Time : 1 Hours ]

[ Max. Marks : 60

**Instructions :-**

- Attempt All Questions. All questions carry equal marks.
- Fill the 'Bubble' available in OMR Sheet to mark your Answer.
- Only one option is correct out of all available option.
- There is 1 mark for correct answer.
- There is No Negative marking for incorrect answer.

**1. PERSONALITY IS THE -----SET OF VARIOUS FACTORS.**

- (A) SIMPLE
- (B) MEANINGFUL
- (C) COMPLEX
- (D) ALL OF THE ABOVE

**2. PERSONALITY REFERS TO--**

- (A) PHYSICAL QUALITIES
- (B) PSYCHOLOGICAL QUALITIES
- (C) A AND B
- (D) NONE OF THE ABOVE

**3. PERSONALITY IS AN -----CONCEPT.**

- (A) TANGIBLE
- (B) INTANGIBLE
- (C) NONE OF THE ABOVE
- (D) A AND B

**4. BIOLOGICAL FACTOR IS ---**

- (A) BRAIN
- (B) HERIDITY
- (C) SOCIALISATION
- (D) A AND B

**5. FAMILY FACTOR IS**

- (A) SOCIALISATION PROCESS
- (B) IDENTIFICATION PROCESS
- (C) BIIRTH ORDER
- (D) ALL OF THE ABOVE

**6. COMPONENTS OF BIG FIVE FACTORS ARE----**

- (A) NEUROTICISM
- (B) EXTRAVERSION
- (C) OPENNEESS
- (D) ALL OF THE ABOVE

**7. INTROVERTS ARE PEOPLE WHO PREFER THEIR-----WORLD OF THOUGHTS , FELLINGS, FANTASIES, DREAMS,AND SO ON.**

- (A) INTERNAL
- (B) EXTERNAL
- (C) BOTH
- (D) NONE OF THE ABOVE

**8. EXTROVERTS PREFER THE -----WORLD OF THINGS ,PEOPLE, AND ACTIVITIES**

- (A) INTERNAL
- (B) EXTERNAL
- (C) BOTH
- (D) NONE OF THE ABOVE

**9. EXTROVERTED FEELING WITH INTUITING IS---**

- (A) ENFJ
- (B) ENFP
- (C) ENTP
- (D) ENTJ

**10. EXTROVERTED INTUITING WITH THINKING IS ---**

- (A) ENFJ
- (B) ENFP
- (C) ENTP
- (D) ENTJ

**11. INTEROVERTED INTUITING WITH THINKING IS---**

- (A) INFJ
- (B) INFP
- (C) INTJ
- (D) ISFJ

**12. INTEROVERTED SENSING WITH FEELING IS---**

- (A) INFJ
- (B) INFP
- (C) INTJ
- (D) ISFJ

**13. JOHRI WINDOW HAS -----REGIONS**

- (A) ONE
- (B) TWO
- (C) THREE
- (D) FOUR

**14. IN JOHRI WINDOW OPEN AREA IS-**

- (A) KNOWN BY SELF
- (B) UNKNOWN BY SELF
- (C) UNKNOWN BY OTHERS
- (D) KNOWN BY OTHERS

**15. HIDDEN AREA IS ALSO KNOWN AS---**

- (A) AVOIDED AREA
- (B) OPEN AREA
- (C) BLIND AREA
- (D) UNKNOWN AREA

**16. PERSONALITY ASSESSMENT INVOLVES THE---**

- (A) ADMINISTRATION OF PERSONALITY
- (B) INTERPRETATION OF PERSONALITY
- (C) A AND B
- (D) NONE OF THE ABOVE

**17. PRINCIPLES OF TRAIT ASSESSMENT ARE--**

- (A) CHOICE OF QUESTIONNAIRE
- (B) EVALUATION OF QUESTIONNAIRE
- (C) PRACTICAL ISSUES
- (D) ALL OF THE ABOVE

**18. THE MAIN FUNCTION OF TRAINING IS TO FACILITATE --**

- (A) LISTENING
- (B) WRITING
- (C) LEARNING
- (D) ALL OF THE ABOVE

**19. WHICH TYPE OF TRAINING ENABLES A NEW RECRUIT TO BECOME PRODUCTIVE AS QUICKLY AS POSSIBLE?**

- (A) INDUCTION TRAINING
- (B) ON THE JOB TRAINING
- (C) OFF THE JOB TRAINING
- (D) NONE OF THE ABOVE

**20. WHICH TYPES OF TRAINING OCCURS WHEN WORKERS ARE TAKEN AWAY FROM FROM THEIR PLACE OF WORK TO BE TRAINED?**

- (A) INDUCTION TRAINING
- (B) ON THE JOB TRAINING
- (C) OFF THE JOB TRAINING
- (D) NONE OF THE ABOVE

**21. WAYS OF LEARNING ARE---**

- (A) TRIAL AND ERROR
- (B) PERCEPTUAL ORGANIZATION
- (C) BEHAVIOUR MODELING
- (D) ALL OF THE ABOVE

**22. QUANTITATIVE DATA CAN BE --**

- (A) COUNTED AND MEASURED
- (B) DESCRIPTIVE
- (C) A AND B
- (D) NONE OF THE ABOVE

**23. QUALITATIVE DATA CAN BE --**

- (A) COUNTED AND MEASURED
- (B) DESCRIPTIVE
- (C) A AND B
- (D) NONE OF THE ABOVE

**24. WHAT IS TNA?**

- (A) TRAINING NEEDS ASSESSMENT
- (B) TRAINING NECESSARY ASSESSMENT

- (C) TRAINING NUMERICAL ASSESSMENT
- (D) TRAINING NATURAL ASSESSMENT
- 25. IDENTIFIES WHICH INDIVIDUALS WITH IN OGRANIZATION SHOULD RECEIVE TRAINING AND INSTRUCTION THE NEED**
  - (A) PERSON ANALYSIS
  - (B) ORGANIZATION ANALYSIS
  - (C) MANAGEMENT ANALYSIS
  - (D) TASK ANALYSIS
- 26. IN SELF TO SELF MODEL -----SELF BECOMES OF KEY IMPORYANCE.**
  - (A) ORGANIZATION
  - (B) INDIVIDUAL
  - (C) GROUP
  - (D) NONE OF THE ABOVE
- 27. -THE FOLLOWING IS (ARE) THE BENEFIT(S) OF TRAINING.**
  - (A) INCREASED PRODUCTIVITY
  - (B) REDUCED ACCIDENTS
  - (C) REDUCED SUPERVISION
  - (D) ALL OF THE ABOVE
- 28. THE FOLLOWING TRAINING AIMS TO PROVIDE BROAD TRAINING TO ENABLE THE TRAINEE TO TAKE UP A WIDE VARIETY OF TASKS WITHIN HIS FIELD OF SPECIALISATION**
  - (A) DEMONSTRATION
  - (B) ON-THE-JOB TRAINING
  - (C) APPRENTICESHIP
  - (D) ALL OF THE ABOVE
- 29. DEMONSTRATION TYPE OF TRAINING METHOD IS USED TO TRAIN**
  - (A) WORKERS
  - (B) SUPERVISION
  - (C) MANAGERS
  - (D) ALL OF THE ABOVE
- 30. -A HOMOGENOUS GROUP OF \_\_\_\_ MEN FROM THE PLANT CONSTITUTES AN IDEAL CONFERENCE GROUP**
  - (A) 44053
  - (B) 44180
  - (C) 18-20
  - (D) 22-25
- 31. TRAINING WITHIN THE INDUSTRY (TWI) SCHEME IMPARTS TRAINING IN**
  - (A) JOB INSTRUCTIONS
  - (B) JOB ROTATION
  - (C) JOB METHOD
  - (D) ALL OF THE ABOVE
- 32. PERSONNEL MANAGEMENT OF AN ORGANISATION SPECIFICALLY DEALS WITH HUMAN RESOURCES IN RESPECT OF**

- (A) THEIR PROCUREMENT
- (B) DEVELOP THEIR SKILLS, KNOWLEDGE AND ATTITUDE
- (C) THEIR MOTIVATION TOWARDS THE ATTAINMENT OF ORGANISATIONAL OBJECTIVES
- (D) ALL OF THE ABOVE

**33. PERSONNEL MANAGEMENT IS A**

- (A) POINT OF VIEW
- (B) TECHNIQUE OF THINKING
- (C) PHILOSOPHY OF MANAGEMENT
- (D) ALL OF THE ABOVE

**34. AN INTERNAL PART OF MOST NEW WORK SYSTEMS IS A GREATER COMMITMENT TO \_\_\_\_\_.**

- (A) . TRAINING & SKILL DEVELOPMENT
- (B) . HR DEPARTMENT
- (C) PERSONNEL DEPARTMENT
- (D) ALL OF THE ABOVE

**35. -----HAS TO GO THROUGH A PARTICIPATIVE CYCLE INVOLVING SEVERAL LEVELS OF EXECUTIVES.**

- (A) . STRATEGIC BUSINESS PLANNING
- (B) STRATEGIC HR
- (C) . HR DEVELOPMENT
- (D) ALL OF THE ABOVE

**36. \_\_\_\_\_ IS THE MOST SIGNIFICANT SUB-SYSTEM CONTRIBUTING TO ALL HRD DEVELOPMENT DIMENSIONS.**

- (A) . MOTIVATION
- (B) . JOB ANALYSIS
- (C) . TRAINING
- (D) NONE OF THE ABOVE

**37. IF THERE IS NO \_\_\_\_\_ THE ORGANISATIONAL TASKS MAY NOT BE DONE AT ALL OR ARE DONE AT A SLOW PACE.**

- (A) MOTIVATION
- (B) COMMITMENT
- (C) . PURPOSE
- (D) . ALL OF THE ABOVE

**38. F PROPER \_\_\_\_\_ ACTIVITIES HAVE BEEN CONDUCTED, THERE SHOULD BE NO NEED TO MASQUERADE THE SALARY.**

- (A) . HRM
- (B) HRD
- (C) BOTH (A) AND (B)
- (D) NONE OF THE ABOVE

**39. -----IS A CRITICAL STEP IN PLANNING FOR IMPROVEMENT IN PERFORMANCE IN APPRAISAL INTERVIEWS.**

- (A) . PROBLEM IDENTIFICATION
- (B) . DATA COLLECTION
- (C) . IMPLEMENTATION
- (D) . NONE OF THE ABOVE

**40. A PERSON OF LOWER THAN NORMAL INTELLIGENCE IS LESS BORED BY \_\_\_\_\_ WORK.**

- (A) REPETITIVE
- (B) CONTINUOUS
- (C) DAILY
- (D) ALL OF THE ABOVE

**41. DESIRE TO BE ACCEPTED BY OTHERS**

- (A) ( AFFILIATION MOTIVE
- (B) ACHIEVEMENT MOTIVE
- (C) PRIMARY MOTIVE
- (D) POWER MOTIVE

**42. DESIRE TO BE SUCCESSFUL**

- (A) ACHIEVEMENT MOTIVE
- (B) AFFILIATION MOTIVE
- (C) PRIMARY MOTIVE
- (D) POWER MOTIVE

**43. AVOIDANCE OF PAIN**

- (A) ACHIEVEMENT MOTIVE
- (B) AFFILIATION MOTIVE
- (C) PRIMARY MOTIVE
- (D) POWER MOTIVE

**44. - DESIRE TO CONTROL OTHERS**

- (A) ACHIEVEMENT MOTIVE
- (B) AFFILIATION MOTIVE
- (C) POWER MOTIVE
- (D) PRIMARY MOTIVE

**45. GOOD MATCH BETWEEN INDIVIDUAL PERSONALITY AND ORGANIZATION IS ESSENTIAL BECAUSE OF**

- (A) SOME PEOPLE HAVE PASSION FOR BUREAUCRACY
- (B) SOME PEOPLE PREFER AUTONOMY FLEXIBILITY IN OPERATION
- (C) BOTH (A) AND (B)
- (D) NONE OF THE ABOVE

**46. EGO REDUCES TENSION BY PERFORMING TASK OF**

- (A) PERCEIVING OUTSIDE WORLD
- (B) REMEMBERING EXPERIENCE WITH OUTSIDE WORLD
- (C) ACTING TO SATISFY THE INSTINCTUAL WISHES
- (D) ALL OF THE ABOVE

**47. FOLLOWING IS THE SPECIFIC CHARACTERISTIC(S) OF HIGH ACHIEVER**

- (A) ) MODERATE RISK TAKER
- (B) SATISFIED WITH HIS ACCOMPLISHMENT
- (C) NEED FOR IMMEDIATE FEEDBACK
- (D) ALL OF THE ABOVE

**48. ORGANIZATIONAL SOCIALIZATION INCLUDES**

- (A) ) DEVELOPING COMPETENCIES
- (B) DEVELOPING ORGANIZATIONAL VALUES
- (C) DEVELOPING SOCIAL AND WORKING RELATIONSHIP

(D) ALL OF THE ABOVE

**49. TRAIT THEORIES**

- (A) ALLPORT, CATTELL AND SHELDON
- (B) )LIKERT'S SCALE
- (C) SIGMUND FREUD
- (D) CARL ROGERS

**50. - COMMONALITIES AND DIFFERENCES SUGGEST IN CERTAIN RESPECTS, EVERY PERSON IS LIKE**

- (A) ) ALL OTHER PEOPLE
- (B) SOME OTHER PEOPLE
- (C) NO OTHER PERSON
- (D) ALL OF THE ABOVE

**51. TRAINING POROCESS IS-**

- (A) SHORT TERM
- (B) LONG TERM
- (C) MEDIUM TERM
- (D) NONE OF THESE

**52. \_ PLAYS A GREATER ROLE IN EMPLOYEE'S SATISFACTION.**

- (A) .SALARY
- (B) COMPENSATION
- (C) . MOTIVATION
- (D) . ALL OF THE ABOVE

**53. \_\_\_\_\_ IS THE POWERFUL MOTIVATOR THAT SHOULD BE USED AT THE BEGINNING OF APPRAISAL INTERVIEW.**

- (A) ). SMILE
- (B) GOOD BEHAVIOR
- (C) . PRAISE
- (D) ALL OF THE ABOVE

**54. -EMPLOYEES WHO ARE INCOMPETENT / UNSATISFACTORY & HAVE LOW POTENTIAL FOR GROWTH ARE TERMED AS \_\_\_\_\_.**

- (A) ) DEAD TREES
- (B) . DEAD WOOD
- (C) DEAD ROOTS
- (D) ALL OF THE ABOVE

**55. THE \_\_\_\_\_ IS AN EXCELLENT OPPORTUNITY FOR MANAGEMENT TO DESCRIBE THE JOBS IN ENOUGH DETAILS.**

- (A) WRITTEN TEST
- (B) . SCREENING INTERVIEW
- (C) . APPLICATION FORM
- (D) ALL OF THE ABOVE

**56. - \_\_\_\_\_ OFTEN GIVE EMPLOYEES, RESPONSIBILITY FOR THEIR OUTCOMES AND SENSE TO ACCOMPLISH TARGETS.**

- (A) . RESULTS APPRAISALS
- (B) JOB APPRAISALS
- (C) JOB ENRICHMENT
- (D) ALL OF THE ABOVE

- 57. ORGANIZATIONS SHOULD TAKE POSITIVE MEASURES TO FACILITATE \_\_\_\_\_ OF NEW EMPLOYEES THROUGH INDUCTION.**
- (A) . TRAINING
  - (B) . SOCIAL ADAPTATION
  - (C) DEVELOPMENT
  - (D) ALL OF THE ABOVE
- 58. THE CHALLENGES INCLUDE A FAST MOVEMENT TO BECOME \_\_\_\_\_.**
- (A) TOP PRODUCING COMPANY
  - (B) . CUSTOMER DRIVEN
  - (C) SELF RELIANT
  - (D) ALL OF THE ABOVE
- 59. -SOMEONE WHO WANTS TO TAKE PERSONAL CAREER DEVELOPMENT SERIOUSLY, SHOULD ENGAGE IN \_\_\_\_\_ .**
- (A) . SELF-GROWTH
  - (B) SELF-ASSESSMENT
  - (C) SELF-RELIANCE
  - (D) ALL OF THE ABOVE
- 60. - \_\_\_\_\_ IS THE MOST SIGNIFICANT SUB – SYSTEM CONTRIBUTING TO ALL HRD DEVELOPMENT DIMENSIONS.**
- (A) . EDUCATION
  - (B) . TRAINING
  - (C) TECHNICAL SKILLS
  - (D) ALL OF THE ABOVE