

- Q.25 Mention two key needs that HRD addresses in the workplace.
- Q.26 Name three functions of HRD and briefly describe each.
- Q.27 Provide an example of an HRD strategy that focuses on employee skill enhancement.
- Q.28 How can HRD strategies contribute to aligning employee development with organizational goals?
- Q.29 Differentiate between career planning and succession planning.
- Q.30 Explain why succession planning is crucial for organizational sustainability.
- Q.31 What is the main goal of training and development programs in HRD?
- Q.32 Give an example of a training method commonly used in HRD.
- Q.33 What are the primary objectives of a performance appraisal process?
- Q.34 Mention challenges that organizations might face when implementing a performance appraisal system.
- Q.35 How does employee morale impact overall productivity in the workplace?

#### SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x10=20)
- Q.36 Explain the concept of Human Resource Development (HRD) in detail. Discuss its key characteristics and objectives..
- Q.37 Describe three effective strategies that organizations can implement for Human Resource Development (HRD).
- Q.38 Discuss the significance of career planning and succession planning in HRD. Explain the differences between these two processes.

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Time : 3Hrs.

M.M. : 100

#### SECTION-A

**Note:** Multiple choice questions. All questions are compulsory (10x1=10)

- Q.1 What is the primary objective of Human Resource Development (HRD)?
- Maximizing profits
  - Enhancing employee well being
  - Improving organizational effectiveness
  - Reducing employee turnover
- Q.2 Which of the following is not characteristic of HRD?
- Reactive
  - Proactive
  - Employee centric
  - Continuous process
- Q.3 What is the main goal of career planning within HRD?
- Reducing employee morale
  - Maximizing employee turnover
  - Enhancing employee skills and opportunities
  - Decreasing employee engagement
- Q.4 Succession planning primarily focuses on
- Hiring new employees
  - Promoting employees to leadership positions
  - Implementing training programs
  - Reducing employee benefits
- Q.5 Which of the following is an essential component of training and development?
- Reducing employee engagement
  - Employee retention
  - Identifying training needs
  - Employee termination

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- Q.6 Performance appraisal aims to :
- Decrease employee motivation
  - Improve employee morale
  - Evaluate employee job performance
  - Enhance employee benefits
- Q.7 What is the relationship between morale and productivity?
- High morale always leads to high productivity
  - Low morale always leads to low productivity.
  - Morale and productivity are unrelated
  - Morale can influence productivity but doesn't determine it.
- Q.8 Which of the following is an HRD function that focuses on improving employees knowledge, skills and abilities?
- Training & development
  - Performance appraisal
  - Recruitment
  - Employee engagement
- Q.9 What is the primary objective of HRD strategies in an organization?
- Reducing employee benefits
  - Maximizing employee turnover
  - Aligning HRD initiatives with organizational goals
  - Decreasing employee engagement
- Q.10 Which of the following is a key characteristic of effective HRD programs?
- Reactive and Inflexible
  - One size fits all approach
  - Focused solely on employee benefits
  - Continuous improvement and adaptability

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## SECTION-B

**Note:** Objective type questions. All questions are compulsory. (10x1=10)

- Q.11 The primary objective of Human Resource Development (HRD) is to maximize profits (True/False)
- Q.12 The main goal of career planning within HRD is to enhance employee skills and opportunities. (True/False)
- Q.13 Succession planning primarily focuses on hiring new employees. (True/False)
- Q.14 Identifying training needs is an essential component of training and development. (True/False)
- Q.15 Performance appraisal aims to decrease employee motivation. (True/False)
- Q.16 Morale and productivity are unrelated. (True/False)
- Q.17 Training and development is an HRD function that focuses on improving employees' knowledge, skills and abilities. (True/False)
- Q.18 The primary objective of HRD strategies in an organization is to reduce employee benefits. (True/False)
- Q.19 Continuous improvement and adaptability are key characteristics of effective HRD programs. (True/False)
- Q.20 Improving organizational effectiveness is NOT an objective of HRD. (True/False)

## SECTION-C

**Note:** Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)

- Q.21 Discuss the main concepts and characteristics of HRD.
- Q.22 List three key characteristics of effective HRD programs.
- Q.23 Explain the significance of employee-centricity in HRD.
- Q.24 What is the primary objective of HRD within an organization?

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