

Q.29 List down the characteristics of an effective performance appraisal system.

Q.30 What is the need of HRD.

Q.31 What are the objectives of succession planning?

Q.32 Explain the benefits of development.

Q.33 Discuss the importance of productivity in organization.

Q.34 State the benefits of on the job training methods.

Q.35 Write a note on HRD functions.

SECTION-D

Note: Long answer type questions. Attempt any two questions out of three questions. (2x10=20)

Q.36 What is HRD? Discuss the objectives and importance of HRD.

Q.37 What is the impact of morale on productivity ? What measures one should take for building high morale?

Q.38 Discuss the various methods and technique of training in brief.

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DBM **Subject:- Human Resource Development**

Time : 3Hrs.

M.M. : 100

SECTION-A

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

Q.1 Human resource development is an integral part of human resource management, which is wider in its approach and does not relate only to providing formal qualification. (T/F)

Q.2 _____ is an extremely popular OD intervention
a) MBO b) MBR

Q.3 Performance management focuses on _____ performance, planning and improvement rather than retrospective performance appraisal.

a) Future b) Fast

Q.4 The difference between the demands of the employer and employees results in _____

a) Misunderstanding b) Conflict

Q.5 Collective bargaining is a form of _____.

- a) Participation b) Agreement
- Q.6 HR activities include
a) Recruitment b) Selection
c) Manpower planning d) All of the above
- Q.7 Personnel Management is proactive while Human Resources Management is reactive. (T/F)
- Q.8 _____ indicates any process by which the aptitudes, skills and abilities of employees to perform specific jobs are increased
a) Training b) Development
- Q.9 _____ are deliberate attempts to create pressure to observe how an applicant performs under stress.
a) Personal interview b) Stress interview
- Q.10 The selection procedure is essentially a series of methods of securing pertinent information about the _____
a) Applicant b) Employee

SECTION-B

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

- Q.11 List one characteristics of HRD.
- Q.12 Define career planning.

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- Q.13 Expand SWOT.
- Q.14 Write one on-the-job training method.
- Q.15 Write one off-the-job training method.
- Q.16 Define job rotation.
- Q.17 State one objective of performance appraisal.
- Q.18 What is morale.
- Q.19 Define productivity.
- Q.20 Define sensitivity training.
- SECTION-C**
- Note:** Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)
- Q.21 What is the scope of HRD.
- Q.22 Briefly discuss the major HRD strategies.
- Q.23 Why is career planning important?
- Q.24 Differentiate between training and development
- Q.25 What is the difference between career and succession planning?
- Q.26 Explain any five development methods in brief.
- Q.27 Why is HRD needed?
- Q.28 Briefly discuss any five performance appraisal tools and techniques.

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