

- Q.25 Explain the benefits of development.
- Q.26 Explain the advantages of on-the-job training method.
- Q.27 What measures are taken to build high morale in an organization?
- Q.28 Write a note on HRD functions.
- Q.29 What is the impact of morale on productivity?
- Q.30 Briefly explain the objectives of HRD.
- Q.31 Explain the career planning process.
- Q.32 How can you differentiate training and development?
- Q.33 What are the various methods of development? Explain in brief.
- Q.34 What problems are encountered while carrying out performance appraisal?
- Q.35 Write a note on characteristics of HRD.

SECTION-D

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

- Q.36 Why is training important? Elaborate the various methods of training.
- Q.37 What is performance appraisal? Discuss the methods of performance appraisal.
- Q.38 Write short note on:
- Factors affecting Human development system.
 - Objectives of HRD

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Subject:- Human Resource Development

Time : 3Hrs. M.M. : 100

SECTION-A

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

- Q.1 Which of the following is a part of transformational strategic HRD activities?
- individual development plan
 - performance management and training
 - need analysis and evaluation system
 - career management and development
- Q.2 _____ is an objective assessment of an individual's performance against well-defined benchmarks.
- Performance Appraisal
 - HR Planning
 - Information for goal identification
 - None of the above
- Q.3 _____ refers to the learning opportunities designed to help employees grow.
- Training
 - Development
 - Education
- Q.4 Which of these is an off-the-job training method?
- Television
 - Job rotation
 - Orientation training
 - Coaching

- Q.5 Training refers to the process of imparting ____ skills.
 a) General b) Specific
- Q.6 In what way training and development offers a competitive advantage to an organization?
 a) It reduces performance deficiencies
 b) It ensures employee compliance
 c) It increases the supervisor's role
 d) None of the above
- Q.7 What is the basic objective of human resource development activities in an organization?
 a) improve employee knowledge
 b) improved employee behavior and skills
 c) improved employee productivity
 d) All of these
- Q.8 Which of the following is the HRD intervention experienced by an employee when he joins an organization?
 a) Mentoring b) Orientation
 c) On-the-job training
- Q.9 Which of the following is not a part of HRD activities?
 a) training b) branding
 c) coaching d) mentoring
- Q.10 What is collective Bargaining?
 a) Consultation between the employer and all employees
 b) Debate between different organizations

- c) Negotiation between an employer and a recognised trade union
 d) A form of employee involvement

SECTION-B

- Note:** Objective type questions. All questions are compulsory. (10x1=10)
- Q.11 What is simulation?
 Q.12 Write one importance or morale.
 Q.13 State one objective of training.
 Q.14 Define Coaching.
 Q.15 Define succession planning.
 Q.16 HRD is a creative and continuous process. (True/False)
 Q.17 Interview is not a deliberate attempt to create pressure to observe how an applicant performs under stress. (True/False)
 Q.18 State one major function of HRD.
 Q.19 Personnel Management is proactive while Human Resource Management is reactive. (T/F)
 Q.20 Write one advantage of on-the-job training.

SECTION-C

- Note:** Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)
- Q.21 Briefly discuss any five functions of HRD.
 Q.22 Explain the factors affecting morale.
 Q.23 What is the objectives of career planning?
 Q.24 How are training and development programs are evaluated?