Q.26 Discuss the importance of aligning performance management with organizational goals.

Q.27 Describe the process of linking performance management to organizational goals.

Q.28 How can organizations facilitate employee advancement through career development?

Q.29 Explain the concept of financial counselling and its role in HRD.

Q.30 Describe the steps involved in providing effective counselling to employees.

Q.31 Discuss the importance of providing empathy in the counselling process.

Q.32 How does talent management contribute to fostering employee growth and advancement?

Q.33 Describe the process of identifying and developing future leaders in talent management.

Q.34 Explain how job rotation opportunities can be a technique of career development.

Q.35 Discuss the different types of counselling commonly used in HRD.

SECTION-D

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

Q.36 Describe the different methods of training. Discuss the advantages and disadvantages of each method.

Q.37 Define morale. Describe the strategies that organizations can implement to improve employee morale and motivation in the workplace.

Q.38 What do you understand by human resource development system? Discuss in detail the factors affecting human resource development system.

5th Sem. / DBM, DBM (IPM)
Subject:- Human Resource Development

Time : 3Hrs.   M.M. : 100
SECTION-A

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

Q.1 What is a common outcome of effective HRD strategies?
a) Decreased employee engagement
b) Reduced organizational flexibility
c) Increased employee productivity
d) Limited innovation

Q.2 Which factor is crucial in the design of an HRD system?
a) Alignment with organizational goals
b) Organizational hierarchy
c) Employee autonomy
d) Employee turnover rate

Q.3 What role does performance appraisal play in HRD?
a) Decreasing employee motivation
b) Providing biased feedback
c) Identifying area for improvement
d) Limiting employee growth

Q.4 What is essential for effective performance management?
a) Ignoring employee goals
b) Providing limited feedback
c) Rigid performance standards
d) Continuous monitoring and feedback

Q.5 What is a primary goal of career development?
  a) Reducing employee turnover
  b) Facilitating employee growth and advancement
  c) Maintaining the status quo
  d) Decreasing organizational effectiveness
Q.6 Which technique supports career development?
  a) Assigning tasks randomly
  b) Providing no training opportunities
  c) Restricting employee access to resources
  d) Offering mentoring programs
Q.7 What is the main objective of counselling?
  a) Supporting employees in overcoming challenges
  b) Fostering workplace conflicts
  c) Decreasing job satisfaction
  d) Limiting employee communication
Q.8 Which step is crucial in the counselling process?
  a) Being judgmental
  b) Avoiding active listening
  c) Establishing trust and rapport
  d) Providing unsolicited advice
Q.9 High morale leads to _____
  a) High productivity   b) Better quality
  c) None of the above   d) Both A and B
Q.10 Development Primarily focus on _____
  a) Middle and top management
  b) Lower management
  c) Shopfloor workers
  d) None

SECTION-B

Note: Objective type questions. All questions are compulsory.   (10x1=10)
Q.11 Counselling aims to create workplace conflicts. True/False

Q.12 Talent management does not support HRD efforts. True/False
Q.13 Talent management focuses solely on identifying high-potential employees. True/False
Q.14 Succession planning is essential for effective talent management. True/False
Q.15 Performance appraisal primarily assesses organizational effectiveness. True/False
Q.16 Feedback and learning are crucial for improving performance. True/False
Q.17 Performance management should be separate from organizational goals. True/False
Q.18 Career development aims to hinder employee growth. True/False
Q.19 Providing job rotation opportunities is a technique of career development. True/False
Q.20 Financial counselling is a common type of counselling in HRD. True/False

SECTION-C
Note: Short answer type questions. Attempt any twelve questions out of fifteen questions.   (12x5=60)
Q.21 What are the key challenges organizations may face in implementing development programs?
Q.22 Explain the concept of job satisfaction and its relationship with employee morale and productivity.
Q.23 Describe how performance appraisal assesses individual employee performance.
Q.24 What are the key elements of effective performance management?
Q.25 Explain the concept of 360-degree feedback in performance appraisal.