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Roll No. ....

226742-H

4th Sem.  
Branch : DBM HRM  
Sub. : Human Resource Development

Time : 3 Hrs. M.M. : 60

#### SECTION-A

**Note: Multiple choice Questions. All Questions are compulsory. (6x1=6)**

- Q.1 \_\_\_\_\_ is a process of developing skills, competencies and knowledge of employees:
- a) Human Resource Accounting
  - b) Human Resource Development
  - c) Human Resource Planning
  - d) Human Resource Performance
- Q.2 For effective counselling \_\_\_\_\_ is required on part of counsellor.
- a) Patient listening
  - b) Being judgemental
  - c) Being rude
  - d) All of the above
- Q.3 Which of these are not an HRD activity?
- a) Training
  - b) Coaching
  - c) Branding
  - d) Mentoring
- Q.4 \_\_\_\_\_ is a process of coaching or guiding the subordinate.
- a) Recruitment
  - b) Selection
  - c) Mentoring
  - d) Appraisal

Q.5 Which of these is a part of off the job training?

- a) Classroom lectures and conferences
- b) Apprenticeship
- c) Internship
- d) Job rotation

Q.6 The first step in training process is :

- a) Need analysis
- b) Instructional Design
- c) Implement
- d) Evaluate

### **SECTION-B**

**Note:** Objective/Completion type questions. All questions are compulsory.  $(6 \times 1 = 6)$

Q.7 In participative technique of counselling, counsellor and counselee both are jointly responsible for solving issues. (True / False)

Q.8 One of the main aims of HR policies of an organization is to ensure that employees are retained in business for longer period. (True / False)

Q.9 When a new employee joins an organization, at first she goes through \_\_\_\_\_ (Induction / Performance appraisal)

Q.10 In the process of mentoring, the senior and experienced person is called \_\_\_\_\_ (Mentor / mentee)

Q.11 Job rotation is a part of \_\_\_\_\_ training. (on-the-job / off-the-job)

Q.12 Performance appraisal must be \_\_\_\_\_ (biased / unbiased)

### **SECTION-C**

**Note:** Short answer type Questions. Attempt any eight questions out of ten Questions.  $(8 \times 4 = 32)$

Q.13 What factors affect Human Resource Development?

Q.14 Write a short note on HRD Strategy.

Q.15 Which factors affect performance appraisal in an organization?

Q.16 Briefly explain process of HRD system.

Q.17 Write a short note on HRD outcomes.

Q.18 Write a short note on management of performance.

Q.19 What are the main objectives of career development?

Q.20 What are the main objectives of counselling?

Q.21 Briefly explain counselling process.

Q.22 Explain in brief different types of counselling.

### **SECTION-D**

**Note:** Long answer questions. Attempt any two questions out of three Questions.  $(2 \times 8 = 16)$

Q.23 What is Human Resource Development? Explain main functions of HRD.

Q.24 Which principles should be kept in mind while designing a good HRD system? Explain in detail.

Q.25 What do you mean by career development? What techniques are used for career development?