

- 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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## **5th Sem / Branch : DBM. DBM (IPM) Sub.: Human Resource Development**

Time : 3Hrs.

M.M. : 100

## **SECTION-A**

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



(100)

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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

## 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?