

SECTION-D

Note: Long answer type questions. Attempt any two questions out of three questions. (2x8=16)

- Q.23 Discuss the challenges organizations may face in managing talent effectively. How can talent management practices be aligned with organizational goals and objectives?
- Q.24 Describe the role of feedback in performance management. How can managers provide constructive feedback to employees to improve performance?
- Q.25 Define human resource development. Narrate in detail the factors affecting human resource development.

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Roll No.

226742-H

4th Sem / DBM (HRM)

Subject : Human Resource Development

Time : 3 Hrs.

M.M. : 60

SECTION-A

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

- Q.1 What is an important function of talent management?
a) Decreasing employee engagement
b) Identifying and nurturing high-potential employees
c) Limiting access to career development opportunities
d) Encouraging job stagnation
- Q.2 What is a primary focus of performance appraisal
a) Decreasing organizational effectiveness
b) Assessing employee performance
c) Promoting workplace conflicts
d) Limiting employee engagement
- Q.3 What is a primary goal of career development?
a) Facilitating employee advancement
b) Hindering employee growth
c) Decreasing organizational flexibility
d) Promoting job stagnation

- Q.4 How does counselling contribute to HRD?
- By increasing workplace stress
 - By hindering employee development
 - By enhancing employee well-being and performance
 - By promoting employee turnover what does HRD stand for

- Q.5 Which of the following is not an objective of HRD?
- Employee satisfaction
 - Organizational effectiveness
 - Cost reduction
 - Market expansion

- Q.6 What is a factor affecting HRD strategy?
- Employee gender
 - Organizational culture
 - National holidays
 - Employee commute time

SECTION-B

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

- Q.7 Providing empathy is not necessary in the counselling process. True/False
- Q.8 Talent management aim at identifying and developing future leaders. True/False
- Q.9 Performance appraisal primarily assesses employee turnover. True/False

- Q.10 Organizational culture affects HRD strategy. True/False
- Q.11 Flexibility is not considered important in designing an effective HRD systems. True/False
- Q.12 Career development aims to promote job stagnation. True/False

SECTION-C

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

- Q.13 Explain the term “counselling” in the context of HRD.
- Q.14 Explain the detail the functions of HRD.
- Q.15 Discuss in the process of HRD system.
- Q.16 What do you understand by the principles in designing HRD? Explain in brief.
- Q.17 What results an organisation expect from implantation of HRD.
- Q.18 What are the primary objectives of counselling? Explain.
- Q.19 Write a detail note on various steps involved in counselling process.
- Q.20 Write a detail note on process of career development.
- Q.21 Establish a link between performance management and organisational goals.
- Q.22 Write a detail note on the factors affecting HRD.