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226742-H

Roll No. ....

**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
  - b) 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. (6x1=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. (8x4=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. (2x8=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?