

- Q.16 What is the purpose of career development? Explain in brief.
- Q.17 What is the role of feedback in performance management? Explain.
- Q.18 What do you understand by organizational culture. Narrate in detail.
- Q.19 Write a detail note on objectives of HRD.
- Q.20 Narrate in detail the process of HRD system.
- Q.21 What do you understand by HRD outcome? Explain in detail.
- Q.22 Write a detail note on HRD strategies.

SECTION-D

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

- Q.23 Explain the steps involved in conducting a performance appraisal. How can organizations ensure fairness and objectivity in the appraisal process?
- Q.24 Describe the various techniques used in career development. How can organizations help employees identify and pursue career advancement opportunities?
- Q.25 Explain the concept of counselling. What are various types of counselling narrate each in detail.

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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 How does talent management support HRD?
- a) By limiting employee access to resource
 - b) By fostering employee growth and advancement
 - c) By creating barriers to career development
 - d) By increasing employee turnover
- Q.2 What is common type of counselling in HRD?
- a) Financial counselling
 - b) Career counselling
 - c) Conflict counselling
 - d) Discipline counselling

- Q.3 How do you expand HRD?
- a) Human resources Department
 - b) Human Resource Deployment
 - c) Human Resources Division
 - d) Human Resource Development
- 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 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.6 What is technique of career development?
- a) Promoting only based on favouritism
 - b) Providing no training opportunities
 - c) Offering job rotation
 - d) Restricting access to resources

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SECTION-B

Note: Objective/ Completion type questions. All questions are compulsory. (6x1=6)

- Q.7 Career counselling focuses solely on personal issues. (True/False)
- Q.8 Talent management does not contribute to employee growth and advancement (True/False)
- Q.9 Performance appraisal does not assess organizational culture. (True/False)
- Q.10 Providing continuous feedback is crucial for effective performance management. (True/False)
- Q.11 Career development does not facilitate employee advancement. (True/False)
- Q.12 Increasing employee productivity is one of the objectives of HRD. (True/False)

SECTION-C

Note: Short answer type questions. Attempt any eight questions out of ten questions. (8x4=32)

- Q.13 Write a detail note on talent management.
- Q.14 What is the significance of job rotation? Explain in detail.
- Q.15 Explain in detail the concept of performance appraisal.

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