

- Q.25 Explain the benefits of development.
- Q.26 Explain the advantages of on-the-job training method.
- Q.27 What measures are taken to build high morale in an organization?
- Q.28 Write a note on HRD functions.
- Q.29 What is the impact of morale on productivity?
- Q.30 Briefly explain the objectives of HRD.
- Q.31 Explain the career planning process.
- Q.32 How can you differentiate training and development?
- Q.33 What are the various methods of development? Explain in brief.
- Q.34 What problems are encountered while carrying out performance appraisal?
- Q.35 Write a note on characteristics of HRD.

SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x10=20)
- Q.36 Why is training important? Elaborate the various methods of training.
- Q.37 What is performance appraisal? Discuss the methods of performance appraisal.
- Q.38 Write short note on:
- Factors affecting Human development system.
 - Objectives of HRD

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Time : 3Hrs.

M.M. : 100

SECTION-A

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

- Q.1 Which of the following is a part of transformational strategic HRD activities?
- individual development plan
 - performance management and training
 - need analysis and evaluation system
 - career management and development
- Q.2 _____ is an objective assessment of an individual's performance against well-defined benchmarks.
- Performance Appraisal
 - HR Planning
 - Information for goal identification
 - None of the above
- Q.3 _____ refers to the learning opportunities designed to help employees grow.
- Training
 - Development
 - Education
- Q.4 Which of these is an off-the-job training method?
- Television
 - Job rotation
 - Orientation training
 - Coaching

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- Q.5 Training refers to the process of imparting ____ skills.
- a) General b) Specific
- Q.6 In what way training and development offers a competitive advantage to an organization?
- a) It reduces performance deficiencies
b) It ensures employee compliance
c) It increases the supervisor's role
d) None of the above
- Q.7 What is the basic objective of human resource development activities in an organization?
- a) improve employee knowledge
b) improved employee behavior and skills
c) improved employee productivity
d) All of these
- Q.8 Which of the following is the HRD intervention experienced by an employee when he joins an organization?
- a) Mentoring b) Orientation
c) On-the-job training
- Q.9 Which of the following is not a part of HRD activities?
- a) training b) branding
c) coaching d) mentoring
- Q.10 What is collective Bargaining?
- a) Consultation between the employer and all employees
b) Debate between different organizations

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- c) Negotiation between an employer and a recognised trade union
d) A form of employee involvement

SECTION-B

Note: Objective type questions. All questions are compulsory. (10x1=10)

- Q.11 What is simulation?
- Q.12 Write one importance or morale.
- Q.13 State one objective of training.
- Q.14 Define Coaching.
- Q.15 Define succession planning.
- Q.16 HRD is a creative and continuous process. (True/False)
- Q.17 Interview is not a deliberate attempt to create pressure to observe how an applicant performs under stress. (True/False)
- Q.18 State one major function of HRD.
- Q.19 Personnel Management is proactive while Human Resource Management is reactive. (T/F)
- Q.20 Write one advantage of on-the-job training.

SECTION-C

Note: Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)

- Q.21 Briefly discuss any five functions of HRD.
- Q.22 Explain the factors affecting morale.
- Q.23 What are the objectives of career planning?
- Q.24 How are training and development programs are evaluated?

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