

- Q.25 Explain the link between employee motivation and productivity in HRD.
 - Q.26 What is the role of coaching and mentoring in employee development?
 - Q.27 How can organizations promote a culture of continuous learning and development?
 - Q.28 Describe the importance of ethics and diversity in HRD.
 - Q.29 What is the significance of feedback and evaluation in the training and development process?
 - Q.30 How can HRD programs adapt to meet the changing needs of a remote or hybrid workforce?
 - Q.31 Discuss the various aspects of human Resource Development.
 - Q.32 What are the core components of a comprehensive HRD strategy?
 - Q.33 Explain the concept of talent management and its relationship to HRD.
 - Q.34 What role does HRD play in employee retention within an organization?
 - Q.35 List three key characteristics of a successful career development plan.

SECTION-D

Note: Long answer type questions. Attempt any two questions out of three questions. (2x10=20)

- Q.36 Explain the purpose and benefits of a comprehensive performance appraisal system within an organization. How does it contribute to employee development and overall performance improvement?
 - Q.37 Analyze the relationship between employee morale and productivity. How can HRD initiatives influence employee morale positively.
 - Q.38 Describe the process of career planning and its importance in employee development. How can organizations foster a culture of career development for their employees?

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No. of Printed Pages : 4

Roll No.

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5th Sem / DBM, DBM (IPM) /106754-I

Subject:-Human resource development

Time : 3Hrs.

M.M. : 100

SECTION-A

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

- Q.1 What is the primary purpose of performance appraisal?

 - a) Reducing employee motivation
 - b) Enhancing employee morale
 - c) Evaluating employee job performance
 - d) Increasing employee benefits

Q.2 Which of the following is NOT a common performance appraisal method?

 - a) Graphic rating scale
 - b) 360-degree feedback
 - c) Employee orientation
 - d) Management by objectives(MBO)

Q.3 How can high employee morale impact productivity in the workplace?

 - a) It always leads to higher productivity.
 - b) It always leads to lower productivity.
 - c) Morale and productivity are unrelated.
 - d) Morals can influence productivity but doesn't determine it.

Q.4 Which of the following is a key function of HRD that focuses on attracting, selecting, and hiring the right talent?

 - a) Training and development
 - b) Recruitment and selection
 - c) Performance appraisal
 - d) Compensation and benefits

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- Q.5** What HRD strategy emphasizes providing competitive salaries, benefits, and rewards to attract and retain top talent?
- Succession Planning
 - Career development
 - Compensation and benefits
 - Employee engagement
- Q.6** Which HRD strategy focuses on developing future leader within the organization?
- Performance management
 - Succession Planning
 - Employee training
 - Morale enhancement
- Q.7** What is the primary objective of succession planning?
- Reducing employee morale
 - Maximizing employee turnover
 - Ensuring a pool of qualified future leaders
 - Decreasing employee engagement
- Q.8** Which of the following is an example of off-job training?
- Mentorship programs
 - On-the-job coaching
 - Classroom workshops
 - Job rotations within the organization
- Q.9** What is the primary objective of human Resource Development (HRD) within an organization?
- Maximizing shareholder profits
 - Enhancing employee well-being
 - Achieving short-term financial gains
 - Streamlining administrative processes
- Q.10** This is NOT an objective of HRD?
- Recruitment and selection of employees.
 - Enhancing employee's skills and career growth.
 - Reinvestment of retained profit of organization.
 - Employee discipline and compliance.

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SECTION-B

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

- Performance appraisal is a process used to evaluate employee job performance.(True/False)
- High morale always leads to high productivity in the workplace.(True/False)
- Compensation and benefits are not considered a key function of HRD.(True/False)
- Aligning HRD strategies with organizational goals is essential for maximizing their effectiveness.(True/False)
- Morale can influence productivity, but it doesn't determine it in isolation.(True/False)
- Training and development programs in HRD primarily aim to decrease employee engagement.(True/False)
- HRD primarily focuses on maximizing profits.(True/False)
- Employee-centricity is one of the key characteristics of effective HRD programs.(True/False)
- The main goal of career planning within HRD is to reduce employee turnover.(True/False)
- Succession planning mainly involves hiring new employees to fill vacant positions.(True/False)

SECTION-C

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

- Differentiate between on-the-job training and off-the-job training methods in HRD.
- How can technology, such as e-learning platforms, enhance HRD efforts?
- Define the concept of 360-degree feedback in the context of performance appraisal.
- What are the potential challenges in conducting performance appraisals, and how can they be mitigated?

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