Q.27   How does career development contribute to employee growth and advancement?

Q.28   Discuss the significance of planned activities and experiences in career development.

Q.29   Explain the concept of job rotation and its relevance in career development.

Q.30   How can counselling contribute to enhancing employee well-being in an organization?

Q.31   Describe the difference between career counselling and performance counselling.

Q.32   Explain how talent management supports HRD efforts in an organization.

Q.33   Discuss the importance of succession planning in talent management.

Q.34   Discuss the relationship between employee morale and productivity.

Q.35   Explain the steps involved in designing an effective training program for employees

Section-D

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

Q.36   Discuss the importance of training and development programs in enhancing employee performance and organizational effectiveness.

Q.37   Explain the concept of employee moral and its significance in organizational performance.

Q.38   What do you understand by succession planning? Explain in detail the process of succession planning.

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Subject : Human Resource Development

Time : 3 Hrs.   M.M. : 100

SECTION-A

Note: **Multiple type Questions. All Questions are compulsory.**   **(10x1=10)**

Q.1   Which of the following is a type of training?
a)   On the job   b)   Off the job
c)   Both A & B   d)   None

Q.2   Which of the following is does not affect moral and productivity
a)   Motivation   b)   Creativity
c)   Absenteeism   d)   Religion

Q.3   What is a factor affecting HRD strategy?
a)   Employee gender   b)   Organization culture
c)   National Holidays   d)   Employee commute time

Q.4   What is the process of designing HRD referred to as ?
a)   HRD conceptualization
b)   HRD Formulation
c)   HRD Systemization
d)   HRD Design

Q.5   Which principle is essential in designing an effective HRD system?
a)   Complexity   b)   Regidity
c)   Flexibility   d)   Uniformity

Q.6 Which of the following is not a factor affecting HRD system?
a) Technological advancements
b) Organizational size
c) Employee Caste
d) Market demand

Q.7 What affects performance appraisal?
a) Organizational structure
b) External weather conditions
c) Employee's attitude
d) Performance of competitors

Q.8 What is crucial for improving performance through feedback?
a) Ignoring feedback
b) Accepting feedback
c) Providing feedback only once a year
d) Hiding feedback from employees

Q.9 How should performance management be managed?
a) In isolation from organizational goals
b) Separate from employee development
c) Linked to organizational goals
d) In contradiction to organizational culture

Q.10 What is an objective of career development?
a) Increasing employee turnover
b) Reducing organizational effectiveness
c) Enhancing employee skills
d) Creating job dissatisfaction

Section-B

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

Q.11 HRD stands for Human Resource Design. - (True/False)

Q.12 Market expansion is one of the primary objectives of HRD. (True/False)

Q.13 Organizational culture does not affect HRD strategy. (True/False)

Q.14 Flexibility is not considered important in designing an effective HRD system. (True/False)

Q.15 Performance appraisal plays a minor role in HRD. (True/False)

Q.16 Providing continuous feedback is essential for effective performance management. (True/False)

Q.17 Career development focuses solely on increasing employee turnover. (True/False)

Q.18 Planned activities and experience are part of the career development process. (True/False)

Q.19 Job rotation is a technique commonly used in career development. (True/False)

Q.20 Counselling contributes in enhancing employee well-being. (True/False)

Section-C

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

Q.21 Define Human Resource Development (HRD) in your own words.

Q.22 What are the primary objectives of HRD?

Q.23 Explain how organizational culture can affect HRD strategy.

Q.24 Describe the importance of flexibility in designing an effective HRD system.

Q25 What role does performance appraisal play in HRD?

Q.26 Briefly explain the concept of continuous feedback in performance management.