



Name :

Roll No. :

Invigilator's Signature :

**CS/BBA(H)/SUPPLE/SEM-5/BBA-503/2010
2010**

HUMAN RESOURCE MANAGEMENT – II

Time Allotted : 3 Hours

Full Marks : 70

The figures in the margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

GROUP – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following :
10 × 1 = 10
- i) Training efforts aim at meeting the requirements of
 - a) organization
 - b) employee
 - c) both (a) and (b)
 - d) none of these.
 - ii) is an off the job training.
 - a) Job rotation
 - b) Coaching
 - c) Vestibule training
 - d) Committee assignment.
 - iii) is not a method of training evaluation.
 - a) Interview
 - b) Questionnaire
 - c) Feedback
 - d) Seminar.
 - iv) Training objectives should be expressed in
 - a) subjective judgment
 - b) needs assessment
 - c) employee behaviour
 - d) employee reaction.



- v) Vestibule training can be defined as
 - a) off the job training
 - b) training is given through duplicating real life situation
 - c) training is given on specific jobs
 - d) all of these.
- vi) The Career Anchor is defined as
 - a) person who helps in career counselling
 - b) qualities in person that help in selecting a career
 - c) a process by which one can develop their aspiration and will
 - d) an instrument which will decide my career.
- vii) HR Audit does not mean
 - a) measurement and evaluation of personnel programmes
 - b) identification of gap between objectives and result
 - c) determining the amount of total expenditure for employees
 - d) determining what should or should not be done.
- viii) Information for career planning in a company
 - a) is available through the HRIS
 - b) can be obtained from staff assistant
 - c) is often not available
 - d) can be obtained from line managers.
- ix) Succession planning is defined as
 - a) a suitable supply of successors in organization
 - b) individual career can be planned and managed well
 - c) develop current individuals for placing them in key position
 - d) all of these.



- x) Techniques of management development program does not include
- a) decision making skill
 - b) job knowledge
 - c) HR audit
 - d) general knowledge.
- xi) Career planning is the responsibility of
- a) Government
 - b) the HR Department
 - c) the employer
 - d) Career Counsellor.

GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following. $3 \times 5 = 15$

2. Define sensitivity training. Why is sensitivity training gaining importance in recent days ?
3. Distinguish between induction and training. Explain the importance of on the job training ?
4. What is training budget ? Does it impose any effect of the type of training provided to the employees ?
5. What do you mean by the term 'Learning Organization' ? How does coaching help an employee to attain organization goal ? $2 + 3$
6. What is career anchor ?
7. Write short notes on the following : $2 \times 2 \frac{1}{2}$
 - a) Budget of an MDP
 - b) Role of an MDP trainer.



GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following. $3 \times 15 = 45$

8. What is MDP ? What are the benefits of MDP ? Write any three methods of MDP. You being the HR manager of XYZ Ltd., prepare an MDP training calendar for the FY : 2009 - 2010. 2 + 3 + 5 + 5
9. What are the different stages of career ? How do people choose career ? What are the differences between Career Planning and Human Resource Planning ? What is Career Management ? Explain the term 'succession planning'. 4 + 4 + 3 + 2 + 2
10. What do you mean by HR-Audit ? What are the needs of HR-Audit ? State the benefits of HR-Audit. Who is a 'Mentor' ? What do you mean by competency mapping ? 2 + 4 + 4 + 2 + 3
11. Why is training necessary in industries ? Who are the persons eligible for training ? What are the various objectives of training ? Prepare a training budget for the entry level executives in your company. 3 + 2 + 5 + 5
12. What is training evaluation ? What is the process of training evaluation ? What are the benefits for training evaluation ? Who mainly does training evaluation ? How is training evaluated ? 3 + 5 + 3 + 2 + 2
13. a) What do you understand by out-bound training ? Does out-bound training help in personality development ? If yes, how ? 10
- b) Differentiate between managerial grid training and ISO training. 5
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