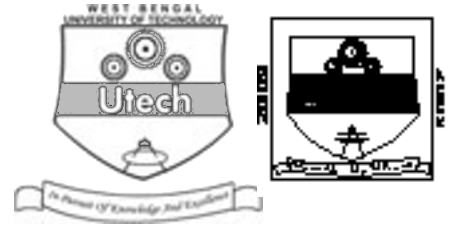


**CS/MBA (SUPPLE)/SEM-4/HR-406/09
HUMAN RESOURCE DEVELOPMENT (SEMESTER - 4)**



1.
Signature of Invigilator

2.
Signature of the Officer-in-Charge

Reg. No.

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Roll No. of the Candidate

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**CS/MBA (SUPPLE)/SEM-4/HR-406/09
ENGINEERING & MANAGEMENT EXAMINATIONS, JULY – 2009
HUMAN RESOURCE DEVELOPMENT (SEMESTER - 4)**

Time : 3 Hours]

[Full Marks : 70

INSTRUCTIONS TO THE CANDIDATES :

- This Booklet is a Question-cum-Answer Booklet. The Booklet consists of **32 pages**. The questions of this concerned subject commence from Page No. 3.
- In **Group – A**, Questions are of Multiple Choice type. You have to write the correct choice in the box provided **against each question**.
 - For **Groups – B & C** you have to answer the questions in the space provided marked 'Answer Sheet'. Questions of **Group – B** are Short answer type. Questions of **Group – C** are Long answer type. Write on both sides of the paper.
- Fill in your Roll No. in the box** provided as in your Admit Card before answering the questions.
- Read the instructions given inside carefully before answering.
- You should not forget to write the corresponding question numbers while answering.
- Do not write your name or put any special mark in the booklet that may disclose your identity, which will render you liable to disqualification. Any candidate found copying will be subject to Disciplinary Action under the relevant rules.
- Use of Mobile Phone and Programmable Calculator is totally prohibited in the examination hall.**
- You should return the booklet to the invigilator at the end of the examination and should not take any page of this booklet with you outside the examination hall, **which will lead to disqualification**.
- Rough work, if necessary is to be done in this booklet only and cross it through.

No additional sheets are to be used and no loose paper will be provided

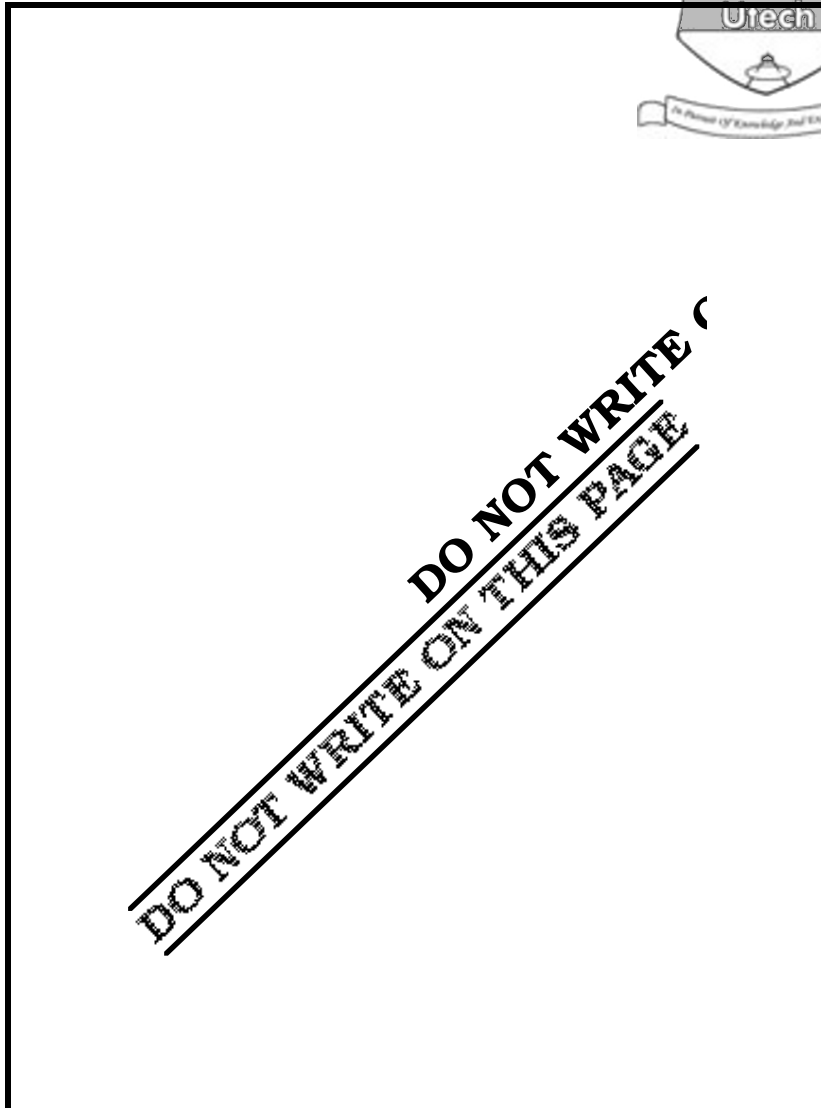
FOR OFFICE USE / EVALUATION ONLY

Marks Obtained

Question Number	Group – A								Group – B				Group – C				Total Marks	Examiner's Signature	
Marks Obtained																			

.....
Head-Examiner/Co-Ordinator/Scrutineer

S-52017 (21/07)





CS/MBA (SUPPLE)/SEM-4/HR-406/09
HUMAN RESOURCE DEVELOPMENT
SEMESTER - 4



Time : 3 Hours]

[Full Marks : 70

GROUP – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following : 10 × 1 = 10

i) expands job horizontally.

- | | | |
|----------------|----------------|--------------------------|
| a) Enlargement | b) Redesign | |
| c) Rotation | d) Enrichment. | <input type="checkbox"/> |

ii) Selection of an OD intervention is influenced by

- | | | |
|------------------|------------------|--------------------------|
| a) applicability | b) acceptability | |
| c) feasibility | d) all of these. | <input type="checkbox"/> |

iii) Which one is a popular method of 'off the job training' ?

- | | | |
|--------------|----------------------------|--------------------------|
| a) Coaching | b) Job rotation | |
| c) Mentoring | d) Transactional analysis. | <input type="checkbox"/> |

iv) analysis for identification of training needs reference to a detailed analysis of various components of jobs and how they are performed in an organization.

- | | | |
|-------------------|----------------|--------------------------|
| a) Problem | b) Task | |
| c) Responsibility | d) Individual. | <input type="checkbox"/> |



v) The duration of a training program varies with the skills to be acquired, the complexity of the subject, the trainee's ability to understand and the training used.



- a) text
- b) chart
- c) media
- d) calendar.

vi) The study of the mission, orientation and goals of the organisation of which job is a part, is done under

- a) Activity analysis
- b) Competency analysis
- c) Discrepancy analysis
- d) Contextual analysis.

vii) Organisational development may be carried out

- a) at organisational structure level
- b) at task accomplishment level
- c) at work climate level
- d) at all the levels mentioned above.

viii) The full form of ASTD is

- a) American Society for Training Directors
- b) American Society for Training & Discipline
- c) American Society for Training & Development
- d) Armenian Society for Trained Developers.

ix) A pattern of work-related experiences that span the course of one's life is known as

- a) Career Movement
- b) Career Path
- c) Career Planning
- d) Career.



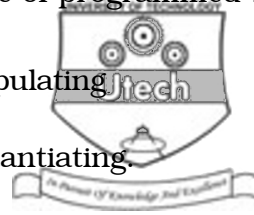
x) Training is a process of a sequence of programmed behaviour.

a) learning

b) manipulating

c) organising

d) substantiating.



xi) In actual work conditions are simulated in a classroom.

a) vestibule training

b) case study

c) brain storming

d) apprenticeship training.

xii) is a four step instructional process involving preparation, presentation, performance, try out and follow up.

a) MDP

b) Mentoring

c) JIT

d) Lecture method.

GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following.

3 × 5 = 15

2. How do you evaluate a training programme ?
3. Write a short note on Counselling.
4. Discuss the modern methods of management development programme.
5. Differentiate between Job Enrichment and Job Enlargement with the help of an example.
6. Write short notes on any *one* of the following :
 - a) Quality Circle
 - b) Kaizen.



GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following.



3 × 15 = 45

7. What is competency mapping ? Explain the need of competency mapping in HRD. 5 + 10
8. a) What are the principles of training ?
b) What are the impediments to training, and how can training be made more effective ? 6 + 9
9. Explain and illustrate, with the help of a flowchat, a typical model of a well-structured training process.
10. Discuss the evaluation methods of training and suggest an appropriate evaluation method for the Indian organisations.
11. What are Career Planning and Succession Planning ? How do Career anchors help in Career Planning ? 6 + 9

END