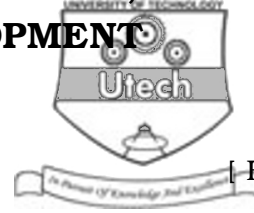




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ENGINEERING & MANAGEMENT EXAMINATIONS, MAY – 2009
HUMAN RESOURCE DEVELOPMENT
SEMESTERS – 4 & 6



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) Team building intervention is a type of

a) OD intervention	b) utilisation analysis	
c) manpower analysis	d) HRD analysis.	<input type="checkbox"/>

 - ii) Orientation training is referred to as training.

a) induction	b) simulation	
c) apprenticeship	d) oral.	<input type="checkbox"/>

 - iii) Quality circles originated in after the World War II.

a) China	b) Burma	
c) Japan	d) Korea.	<input type="checkbox"/>

 - iv) refers to the stages through which a person's career evolves.

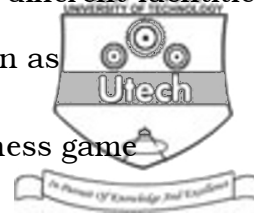
a) Career cycle	b) Career planning	
c) Career progression	d) Career path.	<input type="checkbox"/>

 - v) Job expands job horizontally.

a) enlargement	b) redesign	
c) rotation	d) enrichment.	<input type="checkbox"/>



vi) A technique that required the trainee to assume different identities to learn how others feel under different circumstances is known as



- a) case study
- b) business game
- c) role play
- d) apprenticeship.

vii) Occupational Stress Index is an instrument to measure stress. The index consists of 46 items of which one is

- a) digestive problems
- b) voluntary participation
- c) role ambiguity
- d) none of these.

viii) Laboratory training as a means of behavioural training is also known as training.

- a) functional
- b) performance
- c) operational
- d) sensitivity.

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

- a) Coaching
- b) Job rotation
- c) Mentoring
- d) Transactional analysis.

x) New organisation culture values are known by an acronym

- a) OCTAPACE
- b) OCATAPACE
- c) OCTAPAC
- d) OCATAPAC.

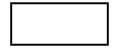
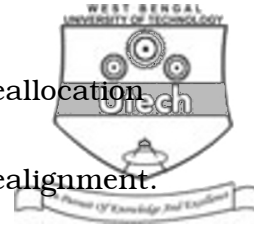
xi) Selection of an OD intervention is influenced by

- a) applicability
- b) acceptability
- c) feasibility
- d) all of these.



xii) Hackman's job characteristics model is used for

- | | |
|-----------------|---------------------|
| a) job refining | b) job reallocation |
| c) job redesign | d) job realignment. |



GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following questions.

3 × 5 = 15

2. What is “employee obsolescence” ? Discuss how HRD programmes can overcome it.
3. Explain the career stages of a typical employee with the help of a diagram.
4. Discuss the modern methods of management development programme.
5. How do you evaluate a training programme ?
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 questions.

3 × 15 = 45

7. Design an effective training program for the newly inducted junior managers of an organisation of which you are the HR head with appropriate emphasis on objectives, content, method, infrastructure, schedules, faculty etc. 15
8. What do you understand by the term ‘counselling’ ? Explain the role that counselling plays as a non-training intervention in individual development. 15



9. What is competency mapping? Explain the need of competency mapping in HRD.

5 + 10

10. Discuss the differences between on the job and off the job training programmes with special emphasis on the various methods used to import training in both the cases. 15

11. a) Briefly explain the HRD process.

b) Indicate the training methods you would recommended to achieve the following objectives :

i) Knowledge acquisition

ii) Developing problem solving skills

iii) Changing Attitude

iv) Developing interpersonal skills.

7 + 8

END