



Name :
Roll No. :
Invigilator's Signature :

CS / MBA (OLD) / SEM-6 (PT) / HR-406 / 2011

2011

HUMAN RESOURCE DEVELOPMENT

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) The two main components of training costs can be categorized as
 - a) direct and indirect
 - b) whole and part
 - c) high and low
 - d) individual and organizational.
- ii) The type of training that gives the new employee knowledge about the organization, its culture and people is known as
 - a) apprenticeship training
 - b) culture training
 - c) orientation training
 - d) refresher training.

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[Turn over



- iii) All of the following are stages in career planning except
 - a) career exploration
 - b) career goal setting
 - c) career preparation
 - d) career fixing.
- iv) A team of empowered individuals working together for a common goal is called
 - a) Virtual team
 - b) Psychological group
 - c) Self-Directed team
 - d) Quality circles.
- v) Which one of the following is not a part of Training Need Analysis ?
 - a) Task Analysis
 - b) Person Analysis
 - c) Organizational Analysis
 - d) Human Resource Analysis.
- vi) Which one of the following is not a type of counselling methods ?
 - a) Directive Counselling
 - b) Non-Directive Counselling
 - c) Eclectic Counselling
 - d) Individual Counselling.
- vii) Career anchors are distinct patterns of self-perceived talents, attitudes, motives and values that guide and stabilize a person's career over time.
 - a) anchors
 - b) platforms
 - c) norms
 - d) charts.



- viii) Para gliding, cliff jumping, scuba diving, bird watching, rock climbing are all different types of
- a) Management games
 - b) Role playing
 - c) Outbound training
 - d) Incident training method.
- ix) refers to a philosophy of continuous improvement.
- a) Kaizen
 - b) Quality circle
 - c) Small group activities
 - d) Quality control.
- x) Which one among the following is not a part of Donald Kirkpatrick's Evaluation system ?
- a) Learning
 - b) Result
 - c) Reaction
 - d) Development.
- xi) Job enrichment is
- a) voluminous loading
 - b) virtual load
 - c) vertical loading
 - d) variety loading.
- xii) Career are distinct patterns of self-perceived talents, attitudes, motives and values that guide and stabilize a person's career over time.
- a) anchors
 - b) platforms
 - c) norms
 - d) charts.

GROUP - B

(Short Answer Type Questions)

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

2. What are the techniques for training evaluation ?
3. Explain the concept and strategies for training need analysis.

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4. Design a training programme for middle level managers with appropriate implementation strategies.
5. Compare training with development.
6. Write a note on transaction analysis.

GROUP - C

(Long Answer Type Questions)

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

7. Explain the meaning and purpose of HRD. Briefly explain the HRD process. 4 + 11
8. Discuss the steps of designing a training programme. Design a training programme on Quality Awareness for one week for the middle level managers of a company. 5 + 10
9. Design an induction training programme for one week for any one of the following : 15
 - a) Management Trainee (Marketing & Sales)
 - b) Management Trainee (Finance)
 - c) Management Trainee (HRM)
 - d) Management Trainee (Systems)
10. Explain the criteria for measuring effectiveness of a training programme. Design a suitable format for taking feedback after a training programme. 6 + 9
11. State the different methods of individual development through non-training. Discuss any two methods. 3 + 12

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