

SARDAR PATEL UNIVERSITY

External Examination, MHRM 3rd Semester

Monday, 18-11-2013

Session: Evening Time: 2.30 to 5.30pmSubject/Course Code: PA03CHRM02Subject/Course title: Human Resource Development

Total Marks: 70

Q. 1 Multiple Choice Question.**(10 marks)**

1. _____ problem is faced by young manager in career.
 - A. Political aspects of organization
 - B. Utilization of potential
 - C. Sufficient performance evaluation and feedback
 - D. All of these

2. Which objective is not included in reward system?
 - A. Attract competent people
 - B. Help to decrease motivation level
 - C. Develop teamwork and networking
 - D. Achieve and maintain high level of performance

3. Which is not included under individual strategies for career development?
 - A. Know Human Resource
 - B. Establish career goals
 - C. Manage your career
 - D. None of these

4. _____ is not objective of mentoring in HRD.
 - A. Establishing a relationship of trust
 - B. Increasing Job satisfaction
 - C. Sharing own relevant experiences
 - D. Listening person's concerns and problems

5. In India, _____ is the first book of Human Resource Development.
 - A. HRD : An Introduction
 - B. Basis of HRD

B. Reward, Style, Development & Qualities

C. Roles, Style, Development & Qualities

D. Roles, Style, Delegation & Qualities

7. Voluntary Retirement Schemes in Govt. sector have been introduced, giving attractive, benefits, at the end of _____ years of service.

- a. 15 b. 20 c. 25 d. 30

8. AIMA means _____.

- a. All India Management Association b. All India Management Agency
c. All India Monitoring Association d. All India Monitoring Agency

9. _____ is an important mechanism to provide timely guidance to workers and help them from their own mistakes.

- a. Performance Appraisal b. Vision c. Counseling d. All of these

10. WPM stands for _____.

- a. Worker's Participation Management b. Worker's potential Management
c. Worker's potential Motivation d. Worker's Participation Motivation

Q. 2. Explain the objectives of reward system. Describe in detail about whom can be covered and what aspects can be rewarded in reward system of HRD. (15 marks)

OR

Q. 2. Describe in detail the objectives of HRD in Government and Public system and the role of HRD in Government and Public system with relevant example.

Q. 3. Elaborate about the status of HRD profession and professionalism in India with appropriate examples. (15 marks)

OR

Q. 3. Write in detail about the phases of Organizational Development (OD) with its importance in self renewal system of HRD.

Q. 4. Explain in detail objectives and advantages of Multi source feedback system in the organization. (15 marks)

OR

Q. 4. Enumerate the objective of coaching and Process of Coaching in detail.

Q. 5. Short Note. (Any Two)

(15 marks)

1. HRD in Panchayati Raj Institution
2. Steps in competency mapping
3. Knowledge Management
4. Objective of Performance Management System

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