

SARDAR PATEL UNIVERSITY
M.H.R.M. IIIrd SEMESTER EXAMINATION

2016

Thursday, 20th October

10.00 a.m. to 1.00 p.m.

PA03CHRM06 - Human Resource Development

Total Marks : 70

Q.1 Multiple Choice Question –Attempt All

(10)

- A OCTAPACE stands for :
1. Openness, Confrontation, Trust, Autonomy, Proaction, Authenticity, Collaboration, Experimentation
 2. Openness, Confrontation, Trust, Autonomy, Proactive, Authenticity, Collaboration, Experimentation
 3. Openness, Confrontation, Trust, Autonomy, Proactive, Associate, Collaboration, Experimentation
 4. Openness, Cordination, Trust, Autonomy, Proactive, Associate, Collaboration, Experimentation
- B. HRD climate contributes to the organisations :
1. Overall health and self restricting process
 2. Holistic health and self control process
 3. Overall health and self-renewing capabilities
 4. None of the above
- C. HRD Mechanism includes :
1. Performance appraisal
 2. Feedback counselling
 3. Career planning
 4. All of the above
- D. HRP stands for :
1. Human Resource Process
 2. Human Resource Planning
 3. Human Research Planning
 4. None of the above
- E. Who is regarded as father of Human Resource Development in India?
1. Ishwan Dayal
 2. Dr. Manmohan Singh
 3. T.V.Rao
 4. None of the above
- F. Who coined the term Quality Circle“?
1. Kaoru Ishikawa
 2. W. Edwards Deming
 3. Joseph M. Juran
 4. Bill Cosby
- G. HRD Matrix identifies the interrelationships between HRD instruments, processes, outcomes and organisational effectiveness.
1. Agree
 2. Disagree
 3. Neutral
 4. None of the above

H The concept of total quality control termed explained by :

1. Joseph M Juran
2. W. Edwards Deming
3. Genichi Taguchi
4. Armand Feigenbaum

I ASTD stands for

1. American Society for Training and Development
2. Australian Society for Training and Development
3. Argentina Society for Training and Development
4. None of the above

J Its aim is to enable the person to better understand himself or herself and to point out where career development efforts need to be directed is called as

1. Competency mapping
2. Employee branding
3. HRD audit
4. None of the above

(10)

Q2. Definitional Terms –(Attempt any 5)

- A Define HRD
- B Competency Mapping
- C Industrial Relation
- D HRD Matrix
- E Coaching
- F Mentoring
- G Define HRM

(20)

Q.3 Answers in brief ((Attempt any 5)

- A What do you understand by Career management?
- B Discuss role of trade union
- C Describe HRD process in corporate sector
- D What is the relationship between HRD and HRM ?
- E What do you understand by action learning?
- F What do you understand by employee development
- G What do you mean by appreciative inquiry?

(30)

Q.4 Answer the following (Attempt any 2)

- A Write a note on "Challenges in HRD in India"
- B Discuss with relevant example "HRD Audit"
- C Narrate Employer branding and other emerging trends
- D Describe HRD practice in government organisation
- E Enumerate HRD Mechanism

X=X=X

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