

SEAT No. _____

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SARDAR PATEL UNIVERSITY
External Examinations December 2020

Paper Code: PA03EMSW24

Paper Title: Human resource Development

Course: MSW-III

Date: 29/12/20, Tuesday

Total Marks: 70

Time: 02:00 PM to 4:00PM

Q.1 Multiple Choice Questions

8 Marks

1. An art of doing work through people employed in organization is known as ____.
a. HRM b. HRD c. HRP d. MPP
2. Potential appraisal is an important mechanism of HRD.
a. True b. False
3. In the abbreviation 'QWL' the alphabet 'L' stands for ____
a. Life b. Long c. Last d. Live
4. ____ is the integrated use of training, organization, and career development efforts to improve individual, group, and organizational effectiveness.
a. HRD b. HRP c. MPP d. HCM
5. Mentoring is an important activity in HRD.
a. True b. False
6. ____ is the process of identifying the specific skills, knowledge, abilities, and behaviors required to operate effectively in a specific trade, profession, or job position.
a. Competency mapping b. Compensation management c. Performance mapping d. None
7. ____ means the methodical authentication of job analysis and design, training performance appraisal and job evaluation of the HR of the organization.
a. HR audit b. HRM c. Performance mapping d. Competency mapping
8. Employer branding is the process of managing and influencing your reputation as an employer among job seekers, employees and key stakeholders.
a. True b. False

Q.2 Long Questions (Any 2)

40 Marks

1. What is HRD? Explain the HRD mechanism in detail with suitable examples.
2. Define HRM. Discuss the HRD process in detail with suitable examples.
3. Role of trade union in HRD. Explain the various activities in HRD.
4. Discuss the HRD practices in government and MNC organizations (Case study).

Q.3. Short notes (Any 2)

22 Marks

1. HRD challenges.
2. HRD programs effectiveness.
3. Employee development approaches.
4. Employer branding.

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