

**SARDAR PATEL UNIVERSITY**  
**EXTERNAL EXAMINATION MSW 3<sup>RD</sup> SEMESTER**  
**FRIDAY, 29-11-2013**  
**SESSION : EVENING TIME : 02.30 TO 05.30 PM**  
**SUBJECT CODE : PA03EMSW05**  
**SUBJECT NAME : HUMAN RESOURCE DEVELOPMENT**  
**TOTAL 70 MARKS**

Q. 1 Multiple Choice Question.

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1. \_\_\_\_\_ is a planned, effort initiated by process specialist to help and organization develop, its diagnostic skills and a culture mutuality etc.

- a. Organizational development      b. Organizational management  
c. Development organization      d. Management organization

2. Can we say that empowerment is a one type of reward ?

- a. Yes      b. No      c. Can't Say

3. Reward can be classified into \_\_\_\_\_ two types.

- a. Developmental and underdevelopment      b. Motivation and demotivation  
c. Extrinsic and intrinsic      d. In reward and Out reward

4. Identify the objectives of the function or the department where role is located is come under the steps of competency mapping or not.

- a. Yes      b. No      c. can't say

5. \_\_\_\_\_ is the process of creating a work environment of setting in which people are enabled to perform to the best of their abilities.

- a. Performance management      b. Performance analysis  
c. Performance description      d. Performance improvement

6. MAFS means \_\_\_\_\_.

- a. Multi Source and assessment Feedback System  
b. Multi Source and agency feedback system  
c. Multi Source and assessment federation system  
d. Multi source and agency federation system

7. \_\_\_\_\_ is the process in which establishing a relationship of trust, listening to the person's concerns and problems and sharing own relevant experiences objectives are included.

- a. coaching      b. mentoring      c. training      d. OD

8. \_\_\_\_\_ are three “Ss” of the Organization Development.

- a. Scale, Speed & Standards      b. Small, steady & Standards
- c. Scale, security & Standards      d. Small, security & Standards

9. \_\_\_\_\_ are two components of compensation system.

- a. Fixed and variable      b. extrinsic and intrinsic
- c. High and low      d. Quality and quantity

10. \_\_\_\_\_ are types of mentoring.

- a. natural and planned      b. friendship and collegiality
- c. teaching and counseling      d. relationship and trust

Q.2 Write in detail about the main HRD sub systems.

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OR

Q.2 Explain in detail about the career problems and organization strategies for career development.

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Q.3 Describe in detail about the functions of HRD in health sector with relevant examples.

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OR

Q. 3 Explain in detail objectives and advantages of Multi source feedback system in the organization.

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Q.4 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.

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OR

Q.4 Describe in detail the objectives of HRD in Government and Public system and the role of HRD in Government and Public system with relevant illustrations.

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Q. 5 Short Note. (Any Two)

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- 1. Methods of developing business ethics
- 2. Methodology of HRD Audit
- 3. HRD Strategies and Experiences in L& T and IOC
- 4. Steps in competency mapping

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