

**SARDAR PATEL UNIVERSITY**  
**MSW (THIRD SEMESTER) EXAMINATION 2018**  
**PA03EMSW24 - Human Resource Development**  
**Date: 20/10/2018 (Saturday) Time: 10 AM TO 1 PM**

**Total Marks: 70**

Q. 1. Multiple Choice Questions. (One Mark Each) (10 Marks)			
1.	_____ has developed a model of HRD Matrix.		
	a. Leonard Nadler	b. M.M.Khan	
	c. Prof. T.V. Rao	d. None of these	
2.	_____ was the first one to introduce HRD as concept by 1969.		
	a. M.M.Khan	b. Leonard Nadler	
	c. Prof. T.V.Rao	d. None of these	
3.	The national HRD network gave birth to HRD academy in the year _____.		
	a. 1988	b. 1989	
	c. 1990	d. 1991	
4.	The Hind Mazdoor Sabha formed in December 1951 at Calcutta was by _____.		
	a. Economists	b. Chauvinists	
	c. Philanthropists	d. Socialists	
5.	AIOE stands for _____.		
	a. All India Organisation of Employers	b. All India Organisation of Ex - employees	
	c. All India Organisation of Industrial Employers	d. None of these	
6.	_____ refers to the preparation of workers related to their jobs as per the HRD mechanisms.		
	a. Training	b. Education	
	c. Development	d. None of these	
7.	Competency mapping is based on _____.		
	a. Mass and Job Market	b. Job Analysis	
	c. Motive and Skills of employees	d. Job Description	
8.	HRD process variable include _____.		
	a. Role clarity	b. Better Communication	
	c. Work Planning	d. All of these	
9.	_____ HRD system ensures that the human resources are utilized in the best possible ways to obtain organizational objectives		
	a. Career System	b. Development system	
	c. Work system	d. Self-renewal system	
10.	HRD should facilitate non-participative decision making.		
	a. True	b. False	

Que. 2 Discuss the General Process of conducting HRD.

OR

15 MARKS

Que.2 Explain the HRD intervention and its determinants.

Que. 3 Discuss about the Employee Development Activities in detail.

OR

15 MARKS

Que.3 Explain PCMM, balanced score-card and appreciative inquiry.

Que. 4 Discuss the current trends and use of technology with the reference to HRD.

OR

15 MARKS

Que.4 Explain Trade union, its objectives and roles in detail. Discuss the relation of Industrial Relations and HRD.

Que.5 Short-notes. [ANY TWO]

15 MARKS

1. Challenges in HRD
2. Coaching and Mentoring as a part of HRD Applications
3. HRD climate and culture
4. HRD practices in Government Organisations – A Case Study
5. Role and Competencies of HRD Professionals

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