

Q.P. Code: 35697

7. Management development is a one time process.
8. Ascertaining development needs is the second step of MDP.
9. Apathetic employees are employees with high job involvement and low effective commitment.
10. Corporate strategy is the natural starting point for thinking about talent management.

**Q.2) Answer the Following**

(a) Define Training. Explain its Scope and Importance. **(15 Marks)**

**OR**

(b) Describe the Criteria ,designing and implementation of Training programme.Explain in brief T –Group Training? **(15 Marks)**

**Q.3) Answer the Following**

(a) Define Organisational Development. Explain the need and importance of OD. **(15 Marks)**

**OR**

(b) Define the Human performance improvement. Explain Human performance improvement process and steps involved in process with the help of diagram? **(15 Marks)**

**Q.4 Answer the Following**

(a) Define the concept of Management Development. Explain the steps in the process of Management Development Programme? **(15 Marks)**

**OR**

(b) Explain the Importance of Management Development Programme(MDP).Write a Note on Evaluation of Management Development Programme(MDP)? **(15 Marks)**

**Q.5 Write short notes on: (any 3)**

**(15 Marks)**

- a) Talent management
- b) Assessment centres
- c) Knowledge management
- d) Future of Talent management
- e) Behaviourally Anchored Rating Scales

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Duration: 2.5 Hours

Marks: 75

NOTE: All questions are compulsory.  
Figures to Right Indicate full marks

Q1. (a) Fill in the blanks. (Any 8)

(08Marks)

1. \_\_\_\_\_ need is the difference between standard and actual performance.  
(Training / Development / Performance)
2. \_\_\_\_\_ will reveal much information about where an employee's skill is deficient  
(Questionnaire/ Observation/ Interviewing)
3. Introduction will create a \_\_\_\_\_ learning environment. (Positive/ Natural/  
Negative)
4. OD is a \_\_\_\_\_ science where knowledge is developed in the context of applying  
it and learning from the consequences. (Action / Social / Theoretical)
5. The \_\_\_\_\_ process initiates when a performance gap exists. (HPI, Training, OD)
6. \_\_\_\_\_ stage starts when a new employee joins an organisation. (Exploratory/  
Establishment/ Maintenance)
7. The transfer of executives from job to job and from department to department in a  
systematic manner is called as \_\_\_\_\_. (Job Rotation / Understudy / Coaching)
8. The most important means of evaluating development programmes are \_\_\_\_\_.  
(Observation / Questionnaire / Case study)
9. The \_\_\_\_\_ is a process characteristic indicating the degree to which the process  
output confirms to requirement. (Effectiveness/ Efficiency / Safety)
10. \_\_\_\_\_ of statements of traits of employees in the form of Yes or No based questions  
is prepared (Checklist / Rating scale / Bars)

Q1.(b) True or False(Any 07)

(07Marks)

1. During apprentice period a trainee is paid than a fully qualified worker.
2. Training methods are desired means of attaining training objectives.
3. Induction assists the individuals in choosing, utilising and evaluating their experience.
4. Career development is a systematic process of guiding the movement of human  
resources of an enterprise through different hierarchical positions.
5. The self development plan is also called as personal development plan.
6. Counsellor and counsellee mutually apply their different knowledge and perceptions,  
skills and values to the problems and find solutions.