

tion: 2 1/2Hrs

Marks:- 75

Note:- 1) All questions are compulsory.**2) Figures to the right indicate maximum marks.****Q.1.A) Fill in the following blanks: (Any 8)****(8Marks).**

- 1) Performance standards are identified to achieve the _____ of the organisation.(objective, aim, purpose).
(CO1,2 U&R)
- 2) _____ helps the students to learn on their own.(case study, group training, group discussion).
(CO1,2 U&R)
- 3) _____ is the first step in training needs assessments.(person analysis, organisation analysis, environment-analysis).
(CO1, 2, 3 U R & APP)
- 4) OD is an _____ science, where knowledge is developed in one context of applying it & learning from-the consequences. (action, social, theoretical).
(CO1, 2, 3 U R & APP)
- 5) Listen to the _____ carefully. (grievances, appreciations, compliments). (CO1, 2, 3 U R & APP)
- 6) _____ is a planned effort. (self development, career planning, succession planning). (CO1,2 U&R)
- 7) Understanding may be chosen by the _____. (head, employee, supervisor). (CO1,2 U R & APP)
- 8) _____ is the result based & systematic. (human performance, career development, training). (CO1,2 U&R)
- 9) _____ is first & foremost a branch of management which makes it a social science, (knowledge-management, global talent management, talent management).
(CO1,2 U&R)
- 10) To gain organisational support, the _____ step is to establish communication & relationship with the top - management. (first, second, third).
(CO1,2 U R & APP)

B) Match the following: (Any 7)**(7Marks).**

Column 'A'	Column 'B'
1) MBO (CO1,2 U R & APP)	1) Off the job method
2) 360 degree appraisal (CO1,2 U R & APP)	2) Full counselling
3) E learning (CO1,2,3 U R & APP & E)	3) Impartial
4) Mentoring (CO1,2 U R & APP)	4) Desensitisation
5) Direct counselling (CO1,2 U R & APP)	5) Professional Assessors
6) Counselling technique (CO1,2,3 U R & APP)	6) Behavioural science
7) Counsellor (CO1,2 U R)	7) Full circle appraisal
8) Leadership qualities (CO1,2 U R & APP)	8) Senior managers
9) Assessment centre (CO1,2 U R & APP)	9) Middle path
10) Participating Counselling (CO1,2,3 U R & APP)	10) Peter Drucker 1954

Q.2. Define training. Explain its scope & importance. (CO 1, U & R)

(15Marks).

OR

Q.2.A) What are the main objectives of training? (CO 1, U & R)

(8Marks).

B) Describe steps in training program. (CO 2, U R & APP) (7Marks).

Q.3. What is the need & importance of organisational development? (CO 1,2 U & R) (15Marks).

OR

Q.3.A) Explain career development cycle with diagram. (CO 1,2 U R & APP) (8Marks).

B) What are the steps in succession planning? (CO 1, 2, 3 U, R & Analyse) (7Marks).

Q.4. What are the methods of management development program? (CO 1, 2, 3 U, R & A) (15Marks).

OR

Q.4.A) Explain the modern methods of performance appraisal. (CO 1, 2, 3 U, R & A) (8Marks).

B) State & explain the pitfalls of performance measurement. (CO 1,2 U & R) (7Marks).

Q.5.Short notes: (Any 3) (15Marks).

1) Off the job training (CO 1,2 U & R)

2) Global Talent management (CO 1,2, 3 U R & APP)

3) Evaluation of MDP (CO 1, 2, 3 U, R & A)

4) Knowledge management life cycle (CO 1, 2, 3 U, R & A)

5) Human performance Improvement (CO 1,2 U & R)