

DURATION: - 2½ hrs

64H108424

MARKS:- 75

- Note: - (1) All questions are compulsory.
 (2) All questions carry equal marks.
 (3) Figures to the right indicates full marks

Q.1).A Fill in the following blanks :- (Any 8)

Co-1,2,3,4 U,R App. An E 8M

- 1) ----- need is a difference between standard performance & actual performance. (Training, Development, Performance)
- 2) Introduction will create a ----- learning environment.
(positive, natural, negative)
- 3) OD is an ----- science where knowledge is developed in the context of applying it & learning from the consequences.
(action, Social, theoretical)
- 4) ----- Stage starts when a new employee joins an organisation.
(Exploratory, establishment, maintenance)
- 5) ----- is a planned effort.
(Self-development, career planning, Succession planning)
- 6) In case-study method the trainees are given ----- for discussing & deciding. (Case, topics, question)
- 7) In ----- a situation/environment is created which closely represents the actual job situation. (Simulation, Sensitivity training, critical incident)
- 8) ----- is a simple & economical method. (In basket exercises, coaching, simulation)
- 9) ----- is the process of collecting analysing &/or reporting information regarding the performance of an individual, group, organization, system or component. (performance measurement, career management, performance appraisal)
- 10) ----- is also called as full circle appraisal. (MBO, 360 degree appraisal, Team appraisal)

Q.1) B State whether the following statements are True or False (Any 7)

Co-1,2,3,4 U,R 7M

- 1) Corporate strategies are ending points
- 2) Successful companies know that the talent management process needs to have broad ownership not just by HR but at all managerial levels.
- 3) Top management support & commitment is not important for improving the effectiveness of MBO.
- 4) Ascertaining development needs is the second step of MDP
- 5) The evaluation specialist should be clear of the objective & goals against which the evaluation is conducted.
- 6) Facts, series, concepts and principals are explained and presented to the trainees in conferences.
- 7) Telephone/Mobile or online survey is a type of primary research as a part of training.
- 8) Counsellor and counselee mutually apply their different knowledge and skills to find solutions to the problems.

- 9) Learning and development activities are about providing employees with suitable training learning and development opportunities.
- 10) The best solutions at exploratory stage is to allow the new entrant to perform some specific job and to confer freedom in functioning.
- Q.2) A) What are the objectives of training ? Col.2,U,R 8M
 B) Briefly discuss the steps in training program. Col.2,U,R 7M
- OR
- C) What are the counselling techniques with reference to employees, society and organisation? Col.2,U,R
 D) Explain in brief human performance improvement. Col.2,U,R
- Q.3) A) Explain the process of management development. Col.2,3 U,R App 8M
 B) What are the methods of MDP? Col.2,3,U,R
- OR
- C) Explain the various categories of performance measurement Co-1,2,3,4 U,R 8M
 D) What are the different modern methods of performance appraisal? Co-1,2,3,4 U,R 7M
- Q.4) A) Explain the Ethics involved in the process of performance appraisal. 8M
Col.2,3,4 U,R, App
 B) Explain any two modern methods of performance management. 8M
Co-1,2,3,4 U,R, App
- OR
- C) Write in detail on MDP Evaluation. Co-1,2,3,4 U,R 8M
 D) What are the important characteristics of MDP? Co-1,2,3,4 U,R
- Q.5) Write short notes on the following : (Any 3) 15M
 a) MDP Process Co-1,2,3,4, U,R
 b) Elements of knowledge management
 c) Career Development
 d) Counselling
 e) On the job training methods
