

Duration: 2 1/2 Hrs

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) Developing training needs through \_\_\_\_\_ for employees.(Training, Induction, Development).(CO 1, 2, U & R)
- 2) Introduction will create a \_\_\_\_\_ environment. (Positive, Learning, Negative). (CO 1, 2, U & R)
- 3) The \_\_\_\_\_ process initiates when a performance gap exists. (Human performance Improvement, Training, OD).  
(CO 1, 2, U & R)
- 4) \_\_\_\_\_ stage starts when a new employee joins an organisation. (Exploratory, Establishment, Maintenance).  
(CO 1, 2, 3, U & R & App)
- 5) In case study method, the trainees are given \_\_\_\_\_ for discussing & deciding. (Case, topics, questions).  
(CO 1, 2, 3, 4 U, R, A & App, E)
- 6) Coaching is different from \_\_\_\_\_. (Counselling, training, lecture). (CO 1, 2, U & R)
- 7) \_\_\_\_\_ is a simple & emotional method. (In basket exercise, coaching, supervising). (CO 1, 2, 3, U & R & App)
- 8) \_\_\_\_\_ will reveal much information about where an employee's skills & knowledge are different. (Questionnaire, Observation, Interviewing). (CO 1, 2, 3, 4 U, R, A & App, E)
- 9) \_\_\_\_\_ is a process characteristic indicating the degree to which the process output conforms to requirements. (Effectiveness, Efficiency, Safety). (CO 1, 2, U & R)
- 10) \_\_\_\_\_ is also called as full circle appraisal. (360 degree appraisal, Team appraisal, Management by objectives).  
(CO 1, 2, 3, 4 U, R, A & App, E)

**Q.1.B) Match the following: (Any 7) (7Marks).**

Column 'A'	Column 'B'
1) Checklist	a) Process training
2) Leadership Quantities (CO 1, 2, 3, U & R & App)	b) HPT
3) Select the target group (CO 1, 2, 3, U & R & App)	c) Behavioural sciences
4) HPI (CO 1, 2, 4 U, R & App & E)	d) On the job training
5) Counselling technique (CO 1, 2, 3, 4 U, R & App)	e) No dialogue
6) Job rotation (CO 1, 2, 3, U & R & App)	f) Role models
7) In basket method (CO 1, 2, 3, U & R & App)	g) Works well with others
8) Peer appraisal method (CO 1, 2, 3, U & R & App)	h) Desensitization
9) Rating scales (CO 1, 2, U & R)	i) Quantifiable Data
10) Stars (CO 1, 2, U & R)	j) Dependability as a criteria

**Q.2. Briefly discuss the steps in Training programme. (CO 1, 2, 3, U & R & App) (15Marks).**

OR

Q.2.A) Discuss the features of Training.(CO 1, 2, U & R) (8Marks).

Q.2.B) Define Counselling & explain its essentials for effective counselling.(CO 1, 2, 3, U & R & A) (7Marks).

Q.3. What are the important methods of MDP? (CO 1, 2, 3, U & R & A) (15Marks).

OR

Q.3.A) Explain guidelines to make MBO method more successful?(CO 1, 2, 3, U & R & Evaluate) (8Marks).

Q.3.B) Explain the various categories of performance management.(CO 1, 2, U & R) (7Marks).

Q.4. What are the objectives & characteristics of MDP? (CO 1, 2, U & R) (15Marks).

OR

Q.4.A) Explain the stages of knowledge management.(CO 1, 2, 3, U & R & A) (8Marks).

Q.4.B) Discuss the concept of Talent management in detail.(CO 1, 2, U & R) (7Marks).

Q.5. Explain the following short notes: (Any 3) (15Marks).

- a) Performance measurement (CO 1, 2, U & R)
- b) 360 Degree appraisal (CO 1, 2, 3, U & R & App)
- c) On the job training (CO 1, 2, 3, U & R)
- d) Ethics of appraisal (CO 1, 2, 3, U, R, A & E)
- e) MDP process (CO 1, 2, U & R)