**TU/ CODL**

**TEZPURUNIVERSITY**

**SEMESTER END EXAMINATION AUT 21 & SPR 22**

**DIPHRD / DHR 201: HUMAN RESOURCE DEVELOPMENT**

Time:**3 Hours** Total Marks:**70**

*The figures in the right-hand margin indicate marks for the individual question.*

1. Match the following: **1x5= 5**

|  |  |
| --- | --- |
| a Promotion | i.T-Groups |
| b. Committee Assignment | ii. Daily Training and Feedback |
| c. Coaching | iii.Presentation of real situation of organisation in the training session |
| d. Simulation | iv. To solve an actual problem |
| e. Sensitivity training | v. Movement from one position to a higher position |

1. Choose the correct answer from the following Multiple Choice Questions: **1x5=5**
2. . \_\_\_\_\_\_\_\_\_helps to improve the communication skills of the employees and develops them a good listeners  
   a. Team development  
   b. Sensitivity training  
   c. OD exercises  
   d. All of the above
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_ refers to the education qualification, training experience, abilities and personal qualities a job holder requires to perform the job satisfactorily.
4. Job Analysis
5. Job Description
6. Job Specification
7. Job Role

P.T.O

1. The aim of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is to ensure that as far as possible, suitable managers are available to fill vacancies created by promotion, retirement, death, leaving or transfer.
2. Succession planning
3. Management Information System
4. Transactional Analysis
5. None of the above
6. Which among the following is not a type of formal training?
7. Orientation Training
8. Advanced Training
9. Remedial Training
10. Group Discussion
11. Which among the following is not comes under levels of E-Training?
12. Knowledge Database
13. Asynchronous Training
14. Synchronous training
15. Wilderness training
16. Define Job Rotation.? **2**
17. Write short note on succession planning. **2**
18. Answer the following questions within 100 words. **(Attempt any four) 5x4=20**
19. Distinguish between Training, Development and Education
20. Write the benefits of E-Training.
21. Explain different types of outdoor training.
22. Write the stages in training need analysis
23. How Management Information System (MIS) helps in identifying training needs of employees?

P.T.O

1. Answer the following questions within 500 words. **(Attempt any Three) 12x3=36**
2. What do you mean by succession planning? How it is used for training need analysis? Discuss.
3. Explain major approaches towards investigating the performance gap.
4. Discuss the stages in writing a job specification. Write structure of job specification for marketing manager.
5. Discuss in detail on- the-job and off-the-job training.

\*\*\*\*\*\*\*\*\*