**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN) 2023**

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

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

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

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1. Choose the True/False answer from the following statements. 1x2=2
2. Human resource planning aims at obtaining and retaining the number and type of employee an organization needs. (TRUE/FALSE).
3. In focused groups, the facilitator leads a small group of people in a structured discussion. (TRUE/FALSE).
4. Match the following . 1x6=6
5. On-the-job a) Vestibule Training
6. Simulation b) Daniel Stufflebeam
7. Sensitivity Training c) IPO Model
8. Off-the-job d) T-Group
9. CIPP model e) Committee Assignments
10. Bushnell f) Gaming

1. Choose the correct answer from the following multiple-choice

questions. 1x2=2

1. TVS stands for
2. Training Value Scheme
3. Trainee Valuation System
4. Trainer Valuation System
5. Training Valuation System
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_ is a set up where real job conditions are created and experts trainers train the new employee.
7. Case studies
8. Programmed instructions
9. Audio visual technique
10. Vestibule Training

P.T.O.

1. Write down Jack Phillips Return on Investment formula. 2
2. Define job description. 2
3. Answer **any four** of the following questions within 100 words.

5x4=20

1. What is synchronous training?
2. What is the difference between computer-based training and web based training?
3. In what ways E-Training is a unique training program in comparison to other training programs?
4. Explain transactional analysis.
5. What is succession planning?
6. Answer **any three** of the following questions within 500 words.12x3=36
7. ‘’In order to identify training needs, the gap between the existing and required knowledge, skill, performance and aptitudes should be specified’’. How an organization can identify training needs of its employees.
8. Briefly discuss the advantages of E-Training.
9. Discuss the process of performance appraisal. How it helps in identifying training needs of employees?
10. Briefly describe system-based model of training evaluation.

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