Seat No: _____   Enrollment No:_____

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons) Summer 2018 – 19 Examination

Semester: 3   Date: 25/04/2019
Subject Code: 16104202   Time: 02:00 pm to 04:30 pm
Subject Name: Human Resource Development   Total Marks: 60

Instructions:
1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as directed.
A) Multiple choice type questions.   (Each of one mark)   (06)
1. The concept of HRD was coined by ___.
   a) Leonard Nadler   b) Henry Fayol
   c) Chester Bernard   d) F.W.Taylor
2. Which of the following is an On the Job training method?
   a) Coaching   b) Lecture
   c) Management Games   d) Internship
3. HRD is a ___ function
   a) Reactive   b) Revised
   c) Recurring   d) Proactive
4. A discrepancy (gap) between expectation and performance is termed as ____.
   a) Time   b) Need
   c) Plan   d) Gap
5. IR stands for
   a) Industrial Responsibilities   b) Industry Reaction
   c) Industrial Relations   d) Industry Relation
6. The person who guides the individual to attain goals is known as ____.
   a) Coach   b) Mento
   c) Mentor   d) Mentoring

B) Definitions / One-liners / Terms.   (Each of one mark)   (06)
1. HRD is a subsystem of HRM. True or False.
2. Give one example of Non experimental Research Design?
3. Define Employer Branding.
4. Define Coaching.
5. MBO stand for –
6. What do you understand by the term Performance Appraisal?

Q.2 Numerical / Short Note Questions. (Each of 04 mark)   (12)
1. Explain the Kirkpatrick's Evaluation model.
2. What is intellectual capital? Explain the elements of intellectual capital.
3. Briefly explain the four steps of Career Planning.

Q.3 Answer the following.   (Any Three)   (18)
1. Explain in detail the HRD mechanisms for workers.
2. Explain in detail the Off the Job Training Methods.
3. Define Talent Management. Explain the four pillars of Talent Management.
4. Discuss in detail the concept and process of succession planning.

Q.4 Answer the following.   (Any two)   (18)
1. Distinguish in detail between HRM and HRD.
2. Explain in detail the concept and process of Designing an HRD Program with appropriate examples.
3. Discuss the concept of Reward System. Explain intrinsic and extrinsic rewards in detail.