

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com (Hons) Winter 2017 – 18 Examination

Semester: 3

Subject Code: 16104202

Subject Name: Human Resource Development

Date: 20/12/2017

Time: 10:30 am to 01:00 pm

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 (A) MCQ, (All Compulsory)**(6) (12)**

1. Which of these is an off - the - job training method?
 - a) Vestibule Training
 - b) Job rotation
 - c) Counseling
 - d) Coaching
2. Type of Counseling that allows emotional discharge.
 - a) Catharsis
 - b) Desensitization
 - c) Insight
 - d) None of the above
3. Which one does not belong to Kirkpatrick's model of evaluation?
 - a) Reaction
 - b) Behavior
 - c) Interpretation
 - d) Learning
4. The ERG theory was developed by _____.
 - a) Abraham Maslow
 - b) Clayton Alderfer
 - c) Victor Vroom
 - d) Edward Demings
5. _____ is the process of identifying and tracking high-potential employees who will be able to fill top management positions when they become vacant.
 - a) Succession Planning
 - b) Recruitment
 - c) MBO
 - d) Selection
6. Make and Buy Decision is a part of which step in HRD Process.
 - a) Need Assessment
 - b) Evaluation
 - c) Implementation
 - d) Designing

(B) Do as directed (All Compulsory)**(6)**

1. Define HRD.
2. State your understanding of the term Performance Appraisal.
3. State the three levels of Need Assessment.
4. What is Development Centre?
5. Who developed the term Appreciative Inquiry and when?
6. Which motivational theory was given by Herzberg?

Q.2 Answer the following. (All Compulsory) (12)

1. Explain the term Talent Management along with its four pillars.
2. Explain Counseling and the methods used in counseling.
3. Write a short note on Intellectual Capital and its elements.

Q.3 Answer the following. (Any Three out of Four) (18)

1. 'Career Planning is a HRD Program that develops individuals.' Explain the meaning of career planning along with its process in detail.
2. Explain in detail the meaning and types of Off-the-Job Training method.
3. Give a detailed explanation of HRD mechanisms for Workers.
4. Distinguish between HRM and HRD (any 6 points).

Q.4 Answer the following. (Any Two out of Three) (18)

1. Motivation influences Individual Behavior. Explain this statement with the help of Motivation Theories that are developed under the Need Based Approach of Motivation.
2. Explain the term Mentoring and its principles.
3. Explain the evolution of HRD in detail.