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

Semester: 3   Date: 28/11/2018
Subject Code: 16104202   Time: 10:30am to 1:00pm
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 emerged in the _____ century.
   a) 20th b) 18th
   c) 21st d) 19th

2. Which of the following is an Off the Job training method?
   a) Coaching   b) Mentoring
   c) Management Games   d) Internship

3. Talent management was coined by ____.
   a) Peter Drucker   b) Henry Fayol
   c) Nadler   d) Mckinsey

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 is being mentored is known as ____.
   a) Mentee   b) Mento
   c) Mentor   d) Mentoring

B) Definitions / One-liners / Terms.   (Each of one mark) (06)

1. HRD is a Multi- Disciplinary field. Justify the statement.
2. What does S.M.A.R.T stand for?
3. Define Employer Branding.
4. Define Coaching.
5. State the various levels of needs.
6. What do you understand by the term Potential 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. Explain the HRD Process with the help of a flow chart.

Q.3 Answer the following.   (Any Three) (18)

1. Explain in detail the HRD mechanisms for workers.
2. Explain the challenges in HRD.
3. Define Competency Mapping and discuss the methods for competency mapping.
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.