

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons) Winter 2019 – 20 Examination

Semester: 3
Subject Code: 16104202
Subject Name: Human Resource Development

Date: 02/12/2019
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 Do as directed.**A) Multiple choice type questions. (Each of one mark) (06)**

1. The concept of HRD was given by ____ in 1970.
 - a) Leonard Nadler
 - b) Peter Drucker
 - c) Henry Fayol
 - d) F. W. Taylor
2. Which of the following is NOT an HRD mechanism for employees?
 - a) Performance Appraisal
 - b) Career Planning
 - c) Quality Circle
 - d) Reward System
3. Higher Productivity is the component of _____.
 - a) HRD Mechanisms
 - b) HRD Outcomes
 - c) HRD Processes
 - d) Organizational Effectiveness
4. Full form of HRIS _____.
 - a) Human Resource intellectual system
 - b) Human Resource information system
 - c) Human Resource interaction system
 - d) Human Report information server
5. A discrepancy (gap) between expectation and performance is termed as _____.
 - a) Time
 - b) Need
 - c) Plan
 - d) Gap
6. The person who gives training is known as _____.
 - a) Trainer
 - b) Counselor
 - c) Mentor
 - d) Coach

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

1. Define HRD.
2. What is HRD Matrix?
3. Define Employer Branding.
4. Define Counseling.
5. Define executive development.
6. What do you understand by the term Performance Appraisal?

Q.2 Numerical / Short Note Questions. (Each of 04 mark) (12)

1. Explain the process of Competency Mapping.
2. What does PCMM stand for? Explain the foundation on which it is based.
3. Explain the four pillars of talent management.

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

1. Explain the process of designing an HRD program with appropriate examples.
2. Define Coaching. Discuss the objectives of coaching.
3. Define Task Analysis. How is information collected for Task Analysis?
4. Discuss in principles of mentoring.

Q.4 Answer the following. (Any two) (18)

1. Explain in detail the Evolution of HRD concept.
2. Discuss the concept and types of On the Job and Off the Job training in detail.
3. Define MBO. Explain the concept and process of MBO.