

**MA SOCIOLOGY
THIRD SEMESTER
HUMAN RESOURCE DEVELOPMENT
MSO-304 C**

Duration: 3 Hrs.

Marks: 70

PART : A (OBJECTIVE) = 20
PART : B (DESCRIPTIVE) = 50

[PART-B : Descriptive]

Duration: 2 Hrs. 40 Mins.

Marks: 50

[Answer question no. One (1) & any four (4) from the rest]

1. How is human resource development important for an organization? (10)
2. What is man power or human resource planning? Discuss the objectives and importance of man power planning. (1+4+5=10)
3. Discuss the need and importance of training as a development process of an organization. (10)
4. Discuss the significance of job analysis with its major characteristics. (10)
5. How are employees recruited in an organization? (10)
6. Why are tests in interview considered important in recruiting new employees in an organization? (10)
7. Discuss the appraisal methods in evaluating the performances of the employees in an organization. (10)
8. How is job evaluation done before recruiting in an organization? (10)

== *** ==

**MA SOCIOLOGY
THIRD SEMESTER
HUMAN RESOURCE DEVELOPMENT
MSO-304 C**

[PART-A : Objective]

Choose the correct answer from the following :

1×20=20

1. "Developing Human Resources" is a book written by:
 - a. Stainer
 - b. Leonard Nadler
 - c. Coleman
 - d. Edwin B. Flippo
2. "Training is the act of increasing the knowledge and skills of an employee for doing a particular job." Is defined by:
 - a. Edwin B. Flippo
 - b. Coleman
 - c. Leonard Nadler
 - d. Stainer
3. Which of the following is not the principle of HRD:
 - a. Recruitment to retirement.
 - b. All-pervasive.
 - c. Hire for attitude, recruit for skills.
 - d. Appreciate attitude but respect intelligence.
4. Which of the following point indicates the need of training
 - a. Diagnosis of present problems and future challenges.
 - b. To provide job related knowledge to the workers.
 - c. To improve the productivity of the workers and the organization.
 - d. To impart skills among the workers systematically so that they may learn quickly.
5. Human capital flight or brain drain is a major reason for:
 - a. Shortage of skilled talent pool in India.
 - b. Long working hours.
 - c. Rewards and promotions.
 - d. Encouragement of new ideas.
6. Aptitude Test is conducted:
 - a. To measure the mental alertness and capacity of a person.
 - b. To measure the aptitude of applicants and their capacity to learn the skills required on a particular job.
 - c. To determine the preferences but not the ability.
 - d. To measure the depth of knowledge and proficiency.
7. Which type of test determines an individual's capacity to use his fingers and hands in industrial work?
 - a. Dexterity Test
 - b. On the Job Test
 - c. Projective Test
 - d. Judgement Test
8. The two main categories of job evaluation are:
 - a. Analytical and quantitative.
 - b. Non-analytical and analytical.
 - c. Non-quantitative and non-analytical.
 - d. Analytical and quantitative.
9. Which of the following is not a statement Job specification?
 - a. Focuses on the person i.e, the job holder.
 - b. A statement of the minimum levels of qualifications.
 - c. It sets forth the knowledge, skills and abilities required to do the job effectively.
 - d. It is a narration of the contents of a job.
10. Graphic Rating Scale Method is also known as:
 - a. Linear rating scale.
 - b. Cyclical rating scale.
 - c. Parallel rating scale.
 - d. Horizontal rating scale.
11. The acronym for BARS is:
 - a. Behaviourally Analyzed Reading Scales.
 - b. Behaviourally Allowed Rating Scales.
 - c. Behaviourally Anchored Reading Scales.
 - d. Behaviourally Anchored Rating Scales.
12. Which is not the characteristic of Human Resource Development?
 - a. Assessment centre.
 - b. Systematic approach.
 - c. Continuous process.
 - d. Multi-disciplinary subject.
13. One of the principles of Human Resource considers HR as:
 - a. King and queen makers.
 - b. King and Prince makers.
 - c. Princess and queen makers.
 - d. King and leader makers.
14. "The best way to find yourself is to lose yourself in the service of others." Is said by:
 - a. Sonia Gandhi
 - b. Indira Gandhi
 - c. Jawaharlal Nehru
 - d. Mahatma Gandhi

15. Development implies:
- Opportunities created to help employees grow.
 - It is more of long term or futuristic in nature.
 - Development concerns itself with preparing people for future assignments and responsibilities.
 - All of the above.
16. Management development is the overall concept that describes:
- The many ways in which organizations help employees develop their personal and organizational skills.
 - Not merely a set of mechanisms and techniques.
 - Usually a structured format is devised to collect information on employee.
 - Systematic evaluation of an individual with respect to performance on the job.
17. "Recruitment forms the first stage in the process which continues with selection and ceases with the placement of the candidates."
- Kempner
 - Filippo
 - Famularo
 - Edwin
18. The concept of MBO can be as a method used in:
- Traditional method.
 - Modern method.
 - Primitive method.
 - Check-List Method.
19. Confidential Report is the traditional way of evaluating an employee made by:
- The manager.
 - The employer.
 - The immediate boss or supervisor.
 - The subordinate.
20. The Manpower forecasting techniques commonly employed by the organizations are:
- Expert Forecasts.
 - Trend Analysis.
 - Work Load Analysis.
 - All of the above.

== *** ==

UNIVERSITY OF SCIENCE & TECHNOLOGY, MEGHALAYA



[PART (A) : OBJECTIVE]

Duration : 20 Minutes

Serial no. of the
main Answer sheet

Course :

Semester : Roll No :

Enrollment No : Course code :

Course Title :

Session : 2017-18 Date :

.....

Instructions / Guidelines

- The paper contains twenty (20) / ten (10) questions.
- Students shall tick (✓) the correct answer.
- No marks shall be given for overwrite / erasing.
- Students have to submit the Objective Part (Part-A) to the invigilator just after completion of the allotted time from the starting of examination.

Full Marks	Marks Obtained
20	

.....
Scrutinizer's Signature

.....
Examiner's Signature

.....
Invigilator's Signature