

**BACHELOR OF COMMERCE [HONS]
FIFTH SEMESTER
HUMAN RESOURCE DEVELOPMENT
BCM – 505C**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. The first step in Human Resource Development in any organization is
 - a. Determining development approaches
 - b. Assessing the need for development
 - c. Identifying capabilities
 - d. Formulate HR plans
2. Which of the following is a technique of evaluation?
 - a. Longitudinal or time - series analysis
 - b. Transfer validity
 - c. Inter-organisational validity
 - d. None of the above
3. Which of the following is a type of on-the-job training?
 - a. Demonstration method
 - b. Apprenticeship training method
 - c. Informal training
 - d. All the above
4. Which of the following statement is correct?
 - a. Education and training promotes learning
 - b. Training and development promotes job enrichment
 - c. Learning and training promotes education
 - d. Learning and training promotes job enlargement
5. A branded employer will enjoy the benefit of:
 - a. Low rate of labour turnover
 - b. High rate of labour turnover
 - c. High absenteeism
 - d. All of the above
6. Job enrichment involves:
 - a. Adding more depth to a job
 - b. Broadening the scope of a job
 - c. Rotating the order in which the tasks are done
 - d. Giving feedback directly to the employee
7. Which of the following is a plan that defines how the human resources would be utilized in order to achieve organizational objectives?
 - a. HRD Strategies
 - b. HRD Matrix
 - c. HRD Instrument
 - d. HRD Planning
8. Which of the following is a comprehensive evaluation of the current human resource development strategies, structure, systems, styles and skills in the context of the short and long term business plan?
 - a. HRD Audit
 - b. Job Analysis
 - c. HR Accounting
 - d. Performance standards

9. An important advantage of on-the-job training is that it
 - a. provides immediate transfer of training
 - b. allows employees to learn at their own rate without any pressure to produce
 - c. provides for greater group interaction
 - d. reduces the costs of supervision
10. Which of the following are pre requisites for competency mapping?
 - a. Human Resource Information System
 - b. Job Analysis
 - c. Employee Orientation
 - d. Training and Development.
11. HRD process variable include
 - a. Role clarity
 - b. Better communication
 - c. Work planning
 - d. All of the above
12. HRD dimension which is measured with the help of questionnaire is:
 - a. HRD climate
 - b. Business linkage score
 - c. HRD competence score
 - d. HRD system maturity score
13. OCTAPACE is a mechanism for understanding_____
 - a. Performance appraisal
 - b. HRD culture
 - c. HRD climate
 - d. All of the above
14. Employer branding is a combination of_____
 - a. Marketing-Production concept
 - b. HR-Marketing concept
 - c. Accounting-HR concept
 - d. HR-Sales concept
15. Which of the following is a type of on-the-job training?
 - a. Demonstration method
 - b. Apprenticeship training method
 - c. Informal training
 - d. All the above
16. Off the Job Training Method consists:
 - a. Role Playing Method
 - b. Job Rotation
 - c. Apprenticeship Method
 - d. None of the above
17. HRD _____ is characterized by the tendencies such as treating employees as the most important resources.
 - a. strategies
 - b. culture
 - c. climate
 - d. conventions
18. _____ is a method by which an organization collects, maintains & reports information on people & jobs, the information is generally stored in a central human resource data bank, preferably in a computer.
 - a. HRD
 - b. HRM
 - c. SHRM
 - d. HRIS
19. HRD aims to achieve multiple goals that includes:
 - a. Employee Motivation Development
 - b. Employee Competency Development
 - c. Organizational Climate Development
 - d. All the above

20. _____ a planned effort, initiated by process specialist(s) to help an organization develop its diagnostic skills, coping capabilities, linkage strategies in the form of temporary and semi-permanent system and a culture of mutuality.
- a. Organizational change
 - b. Organizational culture
 - c. Organizational Development
 - d. Organizational climate

-- --- --

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

- | | |
|--|--------|
| 1. Discuss the need for HRD in Indian context. | 10 |
| 2. Narrate the features and objectives of Human Resource Development. | 5+5=10 |
| 3. What is HRD culture? Discuss the elements of HRD culture. | 3+7=10 |
| 4. Discuss the techniques for assessment of HRD needs. | 10 |
| 5. Write short notes on (<i>any two</i>): | 5+5=10 |
| a) HRD climate | |
| b) HRD audit | |
| c) HRD strategies | |
| 6. Discuss the concept of training. Highlight the difference between training and development. | 3+7=10 |
| 7. Explain the different types of training programmes. | 10 |
| 8. What is employer branding? Discuss the factors influencing employer branding. | 3+7=10 |

= = *** = =