

MA/M.Sc. RURAL DEVELOPMENT
FOURTH SEMESTER
TRAINING AND HUMAN RESOURCE DEVELOPMENT
MRD – 403B

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 2 hrs.

Full Marks: 55

Time: 20 mins.

(Objective)

Marks: 15

Choose the correct answer from the following:

1×15=15

- Human resource management in Entrepreneurship development:
 - Development of people
 - Punishment of people
 - Adoption of people
 - None of the above
- Human resource management is amalgam of.....
 - Job analysis, recruitment and selection
 - Social behaviour and business ethics
 - Organisational behaviour, , personal management and industrial relation
 - Employer and employees
- Operative functions of HRM includes:
 - Procurement, development, compensation & motivation
 - Maintenance
 - Integration and emerging trends
 - All of these
- Basic managerial functions of HRM are.....
 - Planning, organising, staffing
 - Planning, organising and co-ordinating
 - Planning, organising, directing and controlling
 - None of these
- Which of the following statement is/are correct?
 - HRM is a strategic management functions
 - Under HRM employee is treated as resource
 - HRM is the management of skills, talent and abilities
 - HRM lacks the organisation to achieve its goals
- Following are the characteristics of HRM except:
 - Pervasive function
 - Interdisciplinary function
 - Integrating mechanism
 - Job oriented
- Challenges faced by Human resource management includes:
 - Technological changes, workforce diversity, globalization
 - Productivity, career planning
 - Compensation management
 - Downsizing and voluntary retirement scheme

8. The process of familiarizing the new employees to the organisation rules and regulations is known as.....
- a. Placement
 - b. Induction
 - c. Recruitment
 - d. Selection
9. Training process is.....
- a. Short term
 - b. Medium term
 - c. Long term
 - d. None of these
10. OJT stands for:
- a. On the job training
 - b. On the job technique
 - c. On the job technology
 - d. Off the job training
11. On the job training includes:
- a. Coaching
 - b. Conference
 - c. Understudy
 - d. All of these
12. In.....training, a training centre is set-up and actual job conditions are duplicated or simulated in it
- a. Classroom
 - b. Apprenticeship
 - c. Internship
 - d. Vestibule
13. is the process of imparting or increasing knowledge or skill of an employee to do a particular job.
- a. Training
 - b. Development
 - c. Motivation
 - d. Leadership
14. Methods of training and development are.....
- a. Off the job
 - b. On the job
 - c. Both (a) and (b)
 - d. None of these
15. Off the job training method includes:
- a. Vestibule training
 - b. Syndicate
 - c. Sensitivity training
 - d. All of these

(Descriptive)

Marks : 40

Time : 1 Hr. 40 Mins.

[Answer question no.1 & any three (3) from the rest]

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|---|--------|
| 1. Define Human Resource Management. What is the purpose of Human resource management? | 2+8=10 |
| 2. What is Man power planning? What are the steps required for man power planning? | 2+8=10 |
| 3. Describe the evolution of HR from personal management to business strategic partner. | 10 |
| 4. Describe the recruitment and selection process in the HR function. | 10 |
| 5. What is performance coaching and how you can use it in the work place? | 10 |
| 6. What is out sourcing? What the problems have to encounter in outsourcing? | 2+8=10 |
| 7. What is coaching? What are differences between coaching and learning? | 2+8=10 |

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