

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

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 2 hrs.

Full Marks: 55

Time: 30 mins.

(Objective)

Marks: 15

Choose the correct answer from the following:

1 × 15 = 15

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

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(Descriptive)

Time : 1 Hr. 30 Mins.

Marks : 40

[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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