

QUESTION 2011

Group – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following:

i) The objective of out-bound training is to train the employees about

- a) organizational values and procedures
- b) leadership skills
- ✓c) risk taking and adventure, team development
- d) motivation & career planning

ii) Which one of the following is *not* related to Personality Development Programme?

- a) Etiquette
- b) Body language
- c) Communication skills
- ✓d) Subject knowledge

iii) Who among the following developed the concept of Managerial Grid?

- ✓a) Robert Blake & Jane Mouton
- b) Renesis Likert
- c) Tannenbaum & Schmidt
- d) Kurt Lewin

iv) Apprenticeship Training is designed after the Apprenticeship Act. Which year was the Act passed?

- a) 1951
- b) 1971
- ✓c) 1961
- d) 1941

v) Training Need Analysis is carried out at three levels. Which one of the following is *not* a level of Training Need Analysis?

- a) Person Analysis
- b) Task Analysis
- c) Organizational Analysis
- ✓d) Reaction Analysis

vi) As the job becomes more complex the importance of employee development also

- a) terminates
- ✓b) increases
- c) decreases
- d) declines

vii) In which category the emphasis is on achieving through group processes and dynamics?

- a) Vestibule
- b) Group process
- ✓c) Experimental
- d) Lecture method

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viii) Which method attempts to duplicate on-the job situation in a company?

- a) Technical training
- ✓ b) Vestibule training
- c) Behavioural training
- d) Coaching

ix) Human relation seeks to emphasize aspects of work.

- a) technical
- b) employer
- c) economic
- ✓ d) employee

x) Which programme has the following advantages?

Skilled work force is maintained.

Immediate return can be expected.

- a) vestibule training
- b) simulation training
- ✓ c) on the job training
- d) psychological training

xi) Which method is generally used to collect employee opinions about the factors which affect morale and their effect on personal objectives?

- a) focus group
- b) brainstorming
- c) interview method
- ✓ d) questionnaire method

xii) Performance Appraisal is a primary HRM process that links employees and organizations and provides input for other processes through which means?

- a) identification, measurement, management
- ✓ b) assessment, direction, development
- c) recruitment, selection, onboarding
- d) skill, effort, responsibility

Group – B

(Short Answer Type Questions)

2. Compare training with development.

See Topic: **TRAINING IN INDUSTRY**, Long Answer Type Question No. 1.

3. MDP is only important for the top level. What are your views?

See Topic: **MANAGEMENT DEVELOPMENT PROGRAMME**, Short Answer Type Question No. 2.

4. Write note on competency mapping.

See Topic: **EMERGING AREAS**, Short Answer Type Question No. 1.

5. The '360 degree' appraisal method collects feedback from whom, about whom, why?

See Topic: **MISCELLANEOUS**, Short Answer Type Question No. 2.

HUMAN RESOURCE MANAGEMENT - II

6. Indicate the importance of sensitivity training for an organization.

See Topic: **SPECIALISED TRAINING**, Short Answer Type Question No. 5.

Group – C **(Long Answer Type Questions)**

7. Suggest a training program / workshop for feedback skills. Which one is better – mentoring or coaching? How would you terminate an employee who is not performing?

See Topic: **TRAINING IN INDUSTRY**, Long Answer Type Question No. 5.

8. How many methods are used to pay employee? What are compensation and benefit setups for senior positions at the industry level?

See Topic: **MISCELLANEOUS**, Long Answer Type Question No. 2.

9. What is promotion? Indicate the purposes of employee promotion. Examine the pros and cons of both 'Merit and Seniority' basis of promotion in an organization.

See Topic: **MISCELLANEOUS**, Long Answer Type Question No. 3.

10. a) Explain the term 'career planning'.

b) Outline and discuss the career stages.

c) What problems may be encountered in career planning?

a) See Topic: **TRAINING AND CAREER DEVELOPMENT**, Long Answer Type Question No. 1.

b) See Topic: **TRAINING AND CAREER DEVELOPMENT**, Short Answer Type Question No. 1.

c) See Topic: **TRAINING AND CAREER DEVELOPMENT**, Long Answer Type Question No. 1.

11. Write short notes on any *three* of the following:

a) Role playing

b) Succession planning

c) Multi-skilling

d) Personality development programme

e) HR audit.

a) See Topic: **MANAGEMENT DEVELOPMENT PROGRAMME**, Long Answer Type Question No. 4.

b) See Topic: **TRAINING AND CAREER DEVELOPMENT**, Long Answer Type Question No. 2.

c) See Topic: **EMERGING AREAS**, Short Answer Type Question No. 4.

d) See Topic: **SPECIALISED TRAINING**, Long Answer Type Question No. 4(b).

e) See Topic: **EMERGING AREAS**, Long Answer Type Question No. 7(b).