

**QUESTION 2012**

(Group - A)

(Multiple Choice Type Questions)

1. Choose the correct alternatives for the following:

i) The kind of training which enables a new recruit to become productive as quickly as possible is

- a) sensitive training
- ✓ b) supervisory training
- ✓ c) Induction training
- d) ISO training

ii) Identifying individuals for possible promotion for specific positions and suitable posts is called

- a) career planning
- ✓ b) career counseling
- c) succession planning
- d) induction

iii) A career consists of five stages i.e. exploration, ..... mid career, late career and .....

- ✓ a) establishment, decline
- b) plateauing, decline
- c) stagnating, decline
- d) grounding, decline

iv) Moving employees to various positions in the organization, to expand their skills, knowledge and abilities is

- ✓ a) job rotation
- b) job instruction training
- c) training
- d) counselling

v) Kirkpatrick model is used for

- ✓ a) training evaluation
- b) training budget
- c) designing of training
- d) all of these

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

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

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

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

## HUMAN RESOURCE MANAGEMENT - II

- viii) Apprenticeship training is designed after the Apprenticeship Act, which year was the Act passed?
- a) 1951
  - b) 1971
  - ✓c) 1981
  - d) 1941
- ix) 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
- x) What may be particularly necessary as part of the training process where people are working in another country?
- a) e-learning
  - b) Discovery learning
  - ✓c) Cross-Cultural training
  - d) Activist learning
- xi) Which of the following is the best term to describe people who guide and suggest suitable learning experiences for their proteges?
- a) Human resource directors
  - b) Line managers
  - c) Coaches
  - ✓d) Mentors
- xii) Johari-Window is a
- ✓a) Personality development training
  - b) in-tray training
  - c) Sensitivity training
  - d) Out-bound training

### **Group – B**

#### **(Short Answer Type Questions)**

2. What do you mean by mentoring? How do organizations benefit by mentoring activities?

1<sup>st</sup> Part: See Topic: EMERGING AREAS, Short Answer Type Question No. 3.

2<sup>nd</sup> Part: See Topic: EMERGING AREAS, Long Answer Type Question No. 3(b).

3. What is competency mapping?

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

4. Briefly explain the 'Role play' method as may be used in training.

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

## **POPULAR PUBLICATIONS**

5. What is the need for succession planning in a large organization?

See Topic: **TRAINING AND CAREER DEVELOPMENT**, Short Answer Type Question No. 6.

6. Outline the importance of HR audit.

See Topic: **EMERGING AREAS**, Short Answer Type Question No. 7.

### **Group – C**

**(Long Answer Type Questions)**

7. Explain the basic feature of the managerial grid. Under which special business situations is 1.9 and 9.1 positions suitable?

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

8. Design a 20 hour training programme for newly appointed production engineers; giving details about all necessary information to be given to trainees, trainers, your supervisor. Also draw up the training budget.

See Topic: **MANAGEMENT DEVELOPMENT PROGRAMME**, Long Answer Type Question No. 5.

9. Why is it necessary to evaluate training programmes? Discuss Kirpatrick's model in the context of training evaluation.

See Topic: **TRAINING IN INDUSTRY**, Long Answer Type Question No. 6.

10. What is the role of knowledge worker in a learning organization? How does a learning organization grow in modern times?

See Topic: **EMERGING AREAS**, Long Answer Type Question No. 7.

11. Write the short notes on the following:

- a) Out bound training
- b) Sensitivity training
- c) Coaching
- d) Human capital and human asset
- e) Multiskilling

a) See Topic: **SPECIALISED TRAINING**, Short Answer Type Question No. 3.

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

c) See Topic: **EMERGING AREAS**, Long Answer Type Question No. 9(c).

d) See Topic: **EMERGING AREAS**, Long Answer Type Question No. 9(a).

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