

QUESTION 2013

Group – A

(Multiple Choice Type Questions)

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

i) Managerial Grid Training was developed by which pair of management experts?

- a) Drucker and Blake
- b) Mouton and Fayol
- c) Fayol and Weber
- ✓d) Blake and Mouton

ii) Who had first stated the concept of Knowledge Employee?

- a) Mayo
- b) Taylor
- ✓c) Drucker
- d) Weber

iii) The full form of M.D.P is

- a) Management Development Procedure
- ✓b) Management Development Programme
- c) Mentality Development Programme
- d) Management Department Programme

iv) How many types of Multi-skilling are there?

- a) Three
- b) Five
- ✓c) Four
- d) Six

v) The process by which one selects career goals and the path to these goals is called

- a) Career Management
- b) Succession Planning
- ✓c) Career Planning
- d) Career Development

vi) How many levels of outbound training are there?

- ✓a) Three
- b) Seven
- c) Five
- d) Four

vii) In which training, the need for training in basic skills is identified through assessment?

- a) Literacy training
- b) Skills training
- c) Refresher training
- ✓d) Sensitivity training

viii) Training is given mainly

- a) to increase the educational level
- b) to increase the speaking power
- ✓c) to increase the KSA
- d) to increase the skills

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- ix) Succession planning is a part of
- a) Manpower planning
 - ✓ c) Career planning
 - b) Human resource planning
 - d) none of these
- x) To find out the need of training which analysis is required from the following?
- a) Goal analysis
 - c) Risk analysis
 - b) Role analysis
 - ✓ d) None of these
- xi) Which is not a on-the-job training technique from the following?
- ✓ a) Lecture method
 - c) Coaching
 - b) Job rotation
 - d) Mentoring
- xii) Which method attempts to duplicate on-the-job situation in a company?
- a) Technical training
 - c) Behavioural training
 - b) Coaching
 - ✓ d) Vestibule training

Group – B

(Short Answer Type Questions)

2. What is succession planning? Explain the difference between succession planning and replacement planning.

Answer:

See Topic: **TRAINING AND CAREER DEVELOPMENT**, Short Answer Type Question No. 3.

3. Explain the steps involved in competency mapping.

See Topic: **EMERGING AREAS**, Long Answer Type Question No. 6(b).

4. Discuss the need for Personality Development Programmes.

See Topic: **SPECIALISED TRAINING**, Short Answer Type Question No. 6.

5. Explain the role of HRD Audit in today's modern organizations.

See Topic: **EMERGING AREAS**, Short Answer Type Question No. 8.

6. What is an exit interview? What purpose does it serve?

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

HUMAN RESOURCE MANAGEMENT - II

Group – C

(Long Answer Type Questions)

7. What is training need identification? As a Human Resource Manager what are the needs you identify as required for training? What are the factors you will consider when you create a good training policy? What are the different components of training budget?

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

8. "Sensitivity training is an experimental approach to training." Examine the above statement emphasizing on the objectives, process, merits and demerits of sensitivity training.

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

9. What is executive development? Why is executive development necessary? Describe in brief the methods of executive development.

See Topic: **MANAGEMENT DEVELOPMENT PROGRAMME**, Long Answer Type Question No. 3.

10. Explain the term 'career planning'. Outline and discuss the career stages. What problems may be encountered in career planning?

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

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

- a) Training budget
- b) Managerial Grid Training
- c) Multi-skilling
- d) Job rotation
- e) 360° appraisal

a) See Topic: **TRAINING AND CAREER DEVELOPMENT**, Long Answer Type Question No. 3.

b) See Topic: **SPECIALISED TRAINING**, Short Answer Type Question No. 2.

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

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

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