



DDD-001-006205

M. L. W. (Sem. II) (CBCS) Examination

May / June – 2015

**Concept of Planning of Human Resource
Development**

Faculty Code : 001

Subject Code : 006205

Time : $2\frac{1}{2}$ Hours]

[Total Marks : 70

- 1 Write an answer essay type of Question. (Any One) **10**
 1. Give various definitions and describe concept and methods of HRD.
 2. Give a definition of HRD and describe various functions of HRD.

2. Attempt the following Questions. (Any Four) **10**
 1. Explain HR planning models.
 2. Discuss about specific approach to HRD.
 3. Discuss about performance appraisal system.
 4. Discuss about system of HRD.
 5. Discuss on factor affecting to HRD.

- 3 Attempt the following Questions. (Any Five) **10**
 1. Discuss on information need of various use in HRD.
 2. Discuss on institutional arrangement for HRD planning.
 3. Discuss on estimating needs and supply of HR.
 4. Discuss on structuring HRD department.
 5. Discuss on rationale of HRD.
 6. Discuss on potential appraisal.

4. Attempt the following Question in one or two lines : **10**

(Any Ten)

1. What is HRP ?
2. Give a definition of HRD.
3. Give a definition of performance appraisal.
4. What is HRD system ?
5. Define the techniques of HR planning.
6. Define one purpose of potential appraisal.
7. How many functions of HRD are there ?
8. What are the components of HRD ?
9. What is potential appraisal ?
10. What is planning ?
11. What is organization ?
12. What are the modes of planning ?

5 Write MCQ : **20**

1. _____ is concerned with the knowledge, skills and attitude for the current position.
(A) Training
(B) Development
(C) Both (A) and (B)
(D) None of them
2. _____ is a new discipline still in development and searching for a clear identity.
(A) HRD
(B) Training
(C) Development
(D) None of them

3. _____ in companies is stresses main by due to fast changing company environment and dynamic and less predictable environment pressures.
- (A) HRD
 - (B) Development
 - (C) Training
 - (D) All of them
4. _____ is an organization's framework for improving and developing their human capital.
- (A) HRD
 - (B) Motivation
 - (C) Training
 - (D) None of them
5. Methods of _____ can focus on teaching the necessary knowledge to succeed on the job more specific abilities the help to accomplish any task or responsibility or personal and organizational skills that improve communication and efficiency of the organization.
- (A) HRD
 - (B) LPT
 - (C) HRM
 - (D) None of them
6. The implementation process for _____ activities and efforts needs to be carefully mapped out.
- (A) HRD
 - (B) HRA
 - (C) HRP
 - (D) HRM

7. _____ has taken on a greater role in today's business environment due to the current market place ever changing nature.
- (A) HRD
 - (B) Employee training
 - (C) HR training
 - (D) None of them
8. The final aspect of implementing _____ is the ongoing research, monitoring and evaluation of the employee and development program.
- (A) HRD program
 - (B) HRM program
 - (C) Research Methodology
 - (D) None of them
9. The _____ is a systematic procedure for collecting, storing, maintaining, retrieving and validation data needed by an organization about its human resources.
- (A) HRIS
 - (B) Productivity
 - (C) Both (A) and (B)
 - (D) None of them
10. _____ is needed by any organization that wants to be dynamic and growth-oriented or to succeed in a fast changing environment.
- (A) HRD
 - (B) Marketing dept.
 - (C) Production dept.
 - (D) None of them

11. The _____function also got expanded to include some new initiatives in few organizations.
- (A) HR functions
 - (B) Marketing functions
 - (C) Account functions
 - (D) None of them
12. Which of the following is not the objective of HRP ?
- (A) Assessing manpower need for future
 - (B) Assessing skill requirement for future
 - (C) Determining T & D need
 - (D) None of them
13. _____ensures advance supply, proper quantity and proper quality as well as effective utilization of Human resource.
- (A) Human Resource Planning
 - (B) Job analysis
 - (C) Job description
 - (D) Job specification
14. Behaviorally anchored rating scales is associated with _____.
- (A) Training & development
 - (B) Performance appraisal
 - (C) Cover planning
 - (D) Worker participation in management
15. HRD organization effectiveness dimension are _____.
- (A) Higher productivity
 - (B) Growth and diversification
 - (C) Cost reduction
 - (D) All

16. _____ is the process of measuring qualitatively and quantitatively employees past and present performance against the background of his work environment and about his future potential in organization.
- (A) Performance appraisal
 - (B) HRD
 - (C) Bench marking
 - (D) All of them
17. The process of identifying the latest talent of people to future needs of the organization is _____.
- (A) Halo effect
 - (B) Potential appraisal
 - (C) Performance appraisal
 - (D) None
18. The approaches of HR philosophy includes _____
- (A) Caveat operations
 - (B) Concept of welfare
 - (C) Survival of fittest
 - (D) All
19. Which are the objectives of HRD ?
- (A) To provide all over development of people in organization
 - (B) To develop constructive mind and overall personality
 - (C) To develop and maintain high level motivation
 - (D) All of them

20. Which of the following is not sub-system or mechanism of HRD ?

- (A) Training
 - (B) Team work
 - (C) Building moral and motivation
 - (D) None
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