

**Dr. Babasaheb Ambedkar Open University**  
**Term End Examination December – 2019**

<b>Course</b>	<b>: PGDHR</b>	<b>Date</b>	<b>: 06-Jan-2020</b>
<b>Subject Code</b>	<b>: PGDHR-203</b>	<b>Time</b>	<b>: 11:00am to 02:00pm</b>
<b>Subject Name</b>	<b>: Human resource Development</b>	<b>Duration</b>	<b>: 03 Hours</b>
		<b>Max. Marks</b>	<b>: 70</b>

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**Section A**

**Answer the following (Attempt any three) (30)**

1. Explain the elements of good HRD.
2. Explain the dimensions of an effective succession plan.
3. Explain the features of HRM.
4. Explain the action steps for re-engineering in detail.
5. Explain the challenges for human resource management.

**Section B**

**Answer the following (Attempt any four) (20)**

1. Explain the features of industrial labor in India.
2. Explain the action steps for effective benchmarking.
3. Explain the objectives of performance appraisal.
4. Briefly explain the objectives of training.
5. Explain the need for HRD audit.
6. Briefly explain the importance of training.

**Section C**

**Part – A (Multiple Choice Questions) (10)**

- 1 HRM is \_\_\_\_\_ oriented function.  
A Management B Market  
C Development D Profit
- 2 Identification of Human Resources needs is a part of \_\_\_\_\_ process.  
A Planning B Recruitment  
C Training D Training
- 3 Global structural changes like M&A, divestures etc employ less labor and practice the fundamental of \_\_\_\_ work and \_\_\_\_ labor.  
A More, less B Less, more  
C Less, less D More, No
- 4 High rate of absenteeism leads to loss of \_\_\_\_  
A Business B Productivity  
C Employees D Company's image
- 5 The management should incorporate which of the following changes?  
A Employee empowerment B Leadership at the bottom  
C Equity and fairness to motivate employees D All of these

- 6 \_\_\_\_\_ is a short term activity and aims at fulfilling the skill gaps in an employee.

A Performance Appraisal	B Development
C Acquiring Human Resource	D Training
- 7 What is meant by Acquisition of Human Resource?

A Imparting new skills in employees	B Evaluation of Human Resource
C Planning about future employees	D Finding new employees to fill the job openings
- 8 \_\_\_\_\_is the innate values and conscience that guides an individual of right and wrong actions.

A Leadership	B Ethics
C Change Management	D Self esteem
- 9 Managing change requires first and foremost the support of the\_\_\_\_\_ and \_\_\_\_\_.

A Top management	B Shareholders
C Employees	D Both a & c
- 10 One more issue related to diversity is of high \_\_\_\_\_.

A Turnover	B Productivity
C Cost	D Attrition

### Part – B (Do as Directed)

(10)

### State Weather the Following Statement are True or False

- 1 QWL Stands for Quantity of work Life.
- 2 MBO Stands for Management By objectives.
- 3 Fragmentation is theory says that the knowledge acquired should be such that it can  
be put to use immediately.
- 4 Training is an important organizational activity because it Builds employee  
commitment.
- 5 Learning refers to a continuous process of increasing knowledge, competencies,  
skills and behaviors.
- 6 SGRY Stands for Sampoorna Grameen Rahdari Yojana .
- 7 KRA Stands for Key Result Area.
- 8 The objective of performance appraisal schemes can be categorized as either  
Judgmental or developmental.
- 9 Career planning is a proactive strategy for finding a capable person to take over the  
positions of CEO.
- 10 The basic focus of the development program should be the succession strategy.