

(2½ Hours)

(Total Marks : 75)

**NOTE: All questions are compulsory subject to Internal choice.
Each question carry equal Marks.**

Q1. (A) Fill in the blanks. (Any 8)

(8Marks)

1. _____method aims at developing the trainee in the areas of intellectual ability, practical judgment & social awareness.
(Management Games/Incident Method/Role Playing/Case Study)
2. _____is to help the organization to achieve its objectives by adding value to the human resources.
(Training/ Knowledge Management/Performance Appraisal/Talent Management)
3. _____is the first step in training needs assessment.
(Person Analysis/Organization Analysis/ Task Analysis/Environment Analysis)
4. _____results in an over- simplified view & blurs the assessment of job performance.
(Recency Effect / Halo Effect / Stereo Typing / Horn Effect)
5. _____is first & foremost a branch of management which makes it a social science.
(Knowledge Management /Global Talent Management/Talent Management /Training)
6. _____may suffer from unreliability, leniency bias and lack of discriminant validity between performance dimensions.
(Global Talent Management / M B O / Training / B A R S)
7. Performance appraisal is also called as _____.
(Service Rating / Structure rating / system rating / strategy rating)
8. The main objective of management development is to prepare managers for handling the overall _____ in the organization.
(Responsibility / Deficiency / Authority / Development)
9. _____is result Based & Systematic.
(Human Performance/Career Development/Counseling /Training)
10. _____is needed to bring the three- tier changes in the organization.
(M D P / Training / Organization Development / Coaching)

Q.1 B) Match the following. (ANY 7)

7 Marks

A

1. T- Group training
2. Establishment stage
3. M D P
4. Self- development
5. In basket method
6. S T A R S
7. Direct counseling
8. Full circle Appraisal
9. Job rotation
10. Checklist

B

1. Quantifiable data
2. Full counseling
3. Regular feedback
4. Sensitivity training
5. Continuous process
6. Action learning
7. Off the job method
8. Role models
9. 360 degree Appraisal
10. On the job method

Q.2) Answer the following.

15 Marks

- a) Enumerate in Detail ON- The- Job methods of Training?
- b) State and explain the Objectives & Features of training?

OR

- c) Briefly discuss the steps in Training programme.
- d) Describe the Designing & Implementation of Training Programme.

Q.3) Answer the following.

15 Marks

- a) Explain in Detail the Need & Importance of Organization Development?
- b) Elaborate in detail the Career Development Cycle?

OR

- c) Define Counseling? Explain the Essentials requirements of Effective Counseling.
- d) What is Succession Planning? Why should an organization have a succession plan?

Q.4) Answer the following.

15 Marks

- a) Elaborate in detail the Tradition Methods of Performance Appraisal?
- b) Knowledge Management: WHAT IS and WHAT IS NOT?

OR

- c) Suggest various metrics for the measurement of Talent of Employees.
- d) Suggest guidelines to make M B O methods more successful.

Q.5) Short Notes. (Any3)

15 Marks

- 1. 360 Degree Appraisal
- 2. Management Development Program
- 3. Ethics of Performance Appraisal
- 4. Global Talent Management
- 5. Human Performance Improvement