

R4MTD324

SYBMS - IV
HR - T & D HR
18/3/24

Duration: 2½Hrs.

Marks: 75

Note: 1. All questions are compulsory subject to the internal choice.
2. Figures to the right indicate full marks.

- Q1 A. State Whether the Following Statements are True or False. (Any Eight) 8
1. Management development is a one-time process.
 2. Ascertaining development needs is the second step of MDP.
 3. Coaching is different from counselling.
 4. Training increases the existing knowledge of the trainee.
 5. Job rotation is a of-the job training method.
 6. Knowledge management is applied only in MNE's.
 7. Seminar is off the job training method.
 8. Data after collection need not be analysed.
 9. Training is one time activity.
 10. The self development plan is also called as personal development plan.
- Q1 B. Match the columns. (Any seven) 7

Group A	Group B
1. Checklist	a. Steps in training
2. Establish specific objectives	b. Process of training
3. Selecting the target group	c. Off the job method
4. Simulation training	d. One to one training
5. E-learning	e. Quantifiable data
6. Coaching	f. On-the job method
7. Mentoring	g. Sensitivity training
8. T-Group training	h. Senior managers
9. Apprenticeship program	i. Bank employees
10. Job rotation	j. Carpenter

- Q2 a. Discuss the features of training. 8
- b. Write the criteria for designing training and development program 7
- OR
- c. Discuss the needs of training. 8
- d. Write the advantages and disadvantages of "Off the job training". 7

- Q3 a. Write the features of OD. 8
b. Discuss the Do's and Don'ts to be followed in effective counselling 7

OR

- c. Explain the areas need to be focussed in OD. 8
d. What are the advantages of succession planning? 7

- Q4. a. Write the human performance improvement process and steps 8
b. Write a note of career development cycle. 7

OR

- c. Explain the importance of MDP. 8
d. Write the objectives of MDP. 7

- Q5. a. Explain the indicators of performance measurement system 15

OR

- Q5. b. Write short notes on: (Any three) 15
i Performance appraisal
ii MBO
iii Knowledge management
iv Succession planning
v Job rotation
