

Sc

No. of Printed Pages: 02

(34)

**SARDAR PATEL UNIVERSITY****MHRD Examination 2<sup>nd</sup> Semester****Tuesday, Date 21-04-2015****Session: Morning Time: 10:30 am to 1:30 pm****Subject / Course Code: PA02CHRD03 Paper No. 03****Subject / Course Title: Human Resource Development-I****Total Marks: 70****Q-1 Select the right option from the options available.****[10]**

1. HRD policies formulated for development of			
(a)	Material resources	(b)	Human Resources
(c)	Sales Promotion	(d)	Financial development
2. Which of the following point will not be considered for vendor selection for training by management?			
(a)	Vendor credentials	(b)	Competitors vendor
(c)	Vendor experience	(d)	Philosophy
3. The role in designing and introduction of the work system is taken care by			
(a)	Trade unions	(b)	Middle managers
(c)	Line managers	(d)	All of these
4. Where the need for career planning is not supported from employees, management or supervisors			
(a)	Waste of resources	(b)	Lack of interest in job
(c)	Low level of motivation	(d)	Wrong job placement
5. Career planning is known as			
(a)	Performance career planning	(b)	Management Career planning
(c)	Organizational Career planning	(d)	Development Career planning
6. In which step the scope of organizational career planning gives clear picture to employee regarding their position in the organization?			
(a)	Career path	(b)	Career counseling
(c)	Communication of career information	(d)	HR forecasting and planning
7. In OCTAPAC, OCT stands for			
(a)	Openness, Confrontation, Trust	(b)	Open, Communication, Trust
(c)	Openness, Casual, Trust	(d)	Openness, Culture, Trust

**P. T. O**

8. Human Resource Development is best defined as			
(a)	A set of systematic and planned activities designed by an organization to provide its members with the necessary skills to meet current and future job demands.	(b)	A set of systematic and planned activities designed by an organization to provide its members with the necessary skills to meet past job demands
(c)	A fancy name for being a Personnel Manager	(d)	Just another form of apprenticeship training
9. Organization culture is			
(a)	Illegal to talk about	(b)	Of no interest to training and development
(c)	A set of values, beliefs and patterns of behaviors that are shared by members of the organization	(d)	A factor only for management level employees
10. Which of the following is a condition of stagnating in one's current job			
(a)	Plateauing	(b)	Counselling
(c)	Mentoring	(d)	None of these

Q-2 Explain the process of designing HRD system. Discuss the principles in designing HRD systems. [14]

OR

Q-2 "HRD is nothing but looking at the development of manpower of an organization in light of its requirements" - Comment

Q-3 Explain functions, challenges and importance of HRD in today's era. [14]

OR

Q-3 What is needed to develop organizational climate in organization? Discuss components of HRD climate.

Q-4 What is Career and Career development? Explain Career stages in detail. [14]

OR

Q-4 What is Career planning and Succession planning? Explain objectives and process of Career planning.

Q-5 Write a short note on any three [18]

1. Career stages
2. OCTAPAC culture
3. Role of line managers in HRD
4. HRD practices in Indian Industries
5. Impact of culture on HRD practices
6. Dimensions of HRD climate