**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN) 2020**

**DHR 201: HUMAN RESOURCE DEVELOPMENT**

Time: **3 Hours** Total Marks: **70**

*The figures in the right-hand margin indicate marks for the individual question.*

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1. Match the following: 1x5= 5

|  |  |
| --- | --- |
| a) Job Rotation | i. T-Groups |
| b) Committee Assignment | ii. Daily Training and Feedback |
| c) Coaching | iii. Presentation of real situation of  organisation in the training session |
| d) Simulation | iv. To solve an actual problem |
| e) Sensitivity training | v. Movement from one job to another |

2. Choose the correct answer: 1x5=5

1. Which among the following is not a tool for Training need Identification?
2. Human Resource Planning
3. Performance Appraisal
4. Critical Incident
5. Organising
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_ refers to the education qualification, training experience, abilities and personal qualities a job holder required to perform the job satisfactorily.
7. Job Analysis
8. Job Description
9. Job Specification
10. Job Role

1. The aim of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is to ensure that as far as possible, suitable managers are available to fill vacancies created by promotion, retirement, death, leaving or transfer.
2. Succession planning
3. Management Information System
4. Transactional Analysis
5. None of the above

**P.T.O.**

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**P.T.O.**

1. Which among the following is not a type of formal training?
2. Orientation Training
3. Advanced Training
4. Remedial Training
5. Group Discussion

1. Which among the following is not comes under levels of E-Training?
2. Knowledge Database
3. Asynchronous Training
4. Synchronous training
5. Wilderness training

3. Define focus group discussion.? 2

4. Write two difference between formal and informal training. 2

5. Answer **any four** of the following questions within 100 words: 5x4=20

1. Distinguish between Training, Development and Education
2. Write the benefits of E-Training.
3. Explain different types of outdoor training.
4. Write the stages in training need analysis?
5. How Management Information System(MIS) helps in identifying training needs of employees?

6. Answer **any three** of the following questions within 500 words:

12x3= 36

1. What do you mean by succession planning? How is it used for training need analysis? Discuss.
2. Explain major approaches towards investigating the performance gap.
3. Discuss the stages in writing a job specification. Write a structure of job specification for marketing manager.
4. Discuss in detail on- the-job and off-the-job training.

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