**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING 2023)**

**DIPHRD/DHR 201: HUMAN RESOURCE DEVELOPMENT**

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

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

*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\**

1. Fill in the blanks: **1x6=6**
2. \_\_\_\_\_\_\_\_\_\_\_\_ is a process of learning a sequence of programmed behaviour.
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is the understanding and interpretation of knowledge.
4. The aim of \_\_\_\_\_\_\_\_\_\_\_\_\_\_ is to ensure that the organisation obtains and retains the quality of people it needs.
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is about the right information in the right form at the right time.
6. Job analysis is constituted of two parts viz. \_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ training refers to a line of teaching that has particular objective of learning and is conducted outside the place of work.
8. Write short note on the following: **2x4=8**
9. Succession planning
10. Focus Group
11. Role Playing
12. On the job training
13. Answer **any four** of the following questions within **100 words**:

**5x4=20**

1. Explain the strategies a business organisation take up to fulfil its business needs
2. Explain the stages in training need analysis.
3. Write significance of Job Specification in an organisation.
4. What is transactional analysis?
5. Briefly describe different types of outdoor training.
6. Distinguish between formative and summative evaluation.
7. Answer **any three** of the following questions within **500 words**:

**12x3=36**

1. What are planned and unplanned business needs? How can HRD be useful in this context?

**P.T.O**

1. What are critical incidents? How are they used for training need analysis? Discuss.
2. What are the different methods used to investigating performance gaps?
3. Explain the different types of formal training.
4. What are the different types of E-training? Explain.
5. Describe the steps involved in training programs.

\*\*\*