No. of Printed Pages—2

406 (HRD)

[20-HKPGDEO–M2S(O)21J]

PGDHRM 2nd Semester (Old) Exam., 2020

HUMAN RESOURCE DEVELOPMENT

[PGDHRM (S2) 08]

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. Answer any *five* from the following questions (each in around *50* words) : 2×5=10

(a) Define job rotation.

(b) Write the meaning of performance appraisal.

(c) What is job analysis?

(d) Define social security.

(e) State the meaning of turnaround HR strategy.

(f) Write any two characteristics of Human Resource Research.

2. Answer any *three* from the following questions (each in around *150* words) : 4×3=12

(a) Discuss survey method and action research method of HR Research.

(b) Write four benefits of performance appraisal.

(c) What are the intra-mural and extra-mural labour welfare activities?

(d) Explain any four importances of training and development.

3. Answer any *three* from the following questions (each in around *250* words) : 6×3=18

(a) Discuss in brief any two modern methods of performance appraisal.

(b) Explain the procedure for granting sick leave.

(c) What is cognitive method of training? Discuss any two cognitive methods of training. 2+4=6

(d) What is strategic HRM? Discuss the steps in strategic management process. 2+4=6

4. Answer any *four* from the following questions (each in around *500* words) : 10×4=40

(a) Discuss the types of compensation provided to the employees in the organization.

(b) Explain the meaning of Human Resource Research. Describe its objectives. 2+8=10

(c) Discuss the HR functions to be performed by the HR department in formulation and implementation of strategy.

(d) Explain the steps involved in the process of performance appraisal.

(e) Write short notes on the following : 5+5=10

(i) Demonstration Training Method

(ii) Importance of Compensation

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