

**M.B.A.(HR) SEM-III (2016 Course) CBCS : SUMMER - 2019**  
**SUBJECT: HUMAN RESOURCE DEVELOPMENT INSTRUMENTS**

Day: Tuesday  
Date: 28/05/2019

**S-2019-2232**

Time: 02.00 PM TO 05.00 PM  
Max. Marks: 60

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**N.B.:**

- 1) Answer ANY THREE questions from Section I. Each question carries 10 Marks.
  - 2) Answer ANY TWO questions from Section II. Each question carries 15 Marks.
  - 3) Answer to both the sections should be written in **SAME** Answer book.
  - 4) Draw a labeled diagram WHEREVER necessary.
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**SECTION - I**

Q.1) Answer the following: (10 Marks X 1 = 10 Marks)

What do you mean by an Assessment Center? Explain the significance of administration of assessment center in present era.

Q.2) Answer the following: (10 Marks X 1 = 10 Marks)

What is Transactional Analysis? Explain its use with suitable examples.

Q.3) Answer the following (10 Marks X 1 = 10 Marks)

Prepare the list of factors that impacts the implementation of assessment center in organization development.

Q.4) Answer the following: (10 Marks X 1 = 10 Marks)

Compare and contrast any two scales used in organizational assessment.

Q.5) Write short notes on the following: Attempt ANY TWO (5 Marks X 2 = 10 Marks)

- a) Types of group skill improvement interventions
- b) Use of Thematic Appreciation Test
- c) Difference between a Test and an Instrument

**SECTION - II**

Q.6) Answer the following: (15 Marks X 1 = 15 Marks)

“Efficiency of selection process will be enhanced by the use of assessment center techniques” – What are your views? Justify.

Q.7) Answer the following: (15 Marks X 1 = 15 Marks)

As sales targets are not achieved for the quarter thus, there are blame-games among the sales team. You have received the information from territory sales-manager about such blame-games and low morale among the sales team. Which intervention would you suggest for building the team-spirit. Elaborate.

Q.8) Answer the following: (15 Marks X 1 = 15 Marks)

Teleconnet is a startup company providing internet services to various large scale telecomm company. In the view of growing competition prevalent in the market, you as a HR manager would like to foster high-performance culture. Write a detailed note on explaining the employees, importance of high-performance culture.

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