

**M.B.A. (GEN.) / M.B.A. (HR) / M.B.A. (IT) / Semester - IV (2012
COURSE)(CHOICE BASED CREDIT SYSTEM)/ M.B.A. (FM)
Semester - IV (2013 (CHOICE BASED CREDIT SYSTEM) :
SUMMER - 2019**

**SUBJECT: ELECTIVE – VI: HUMAN RESOURCE DEVELOPMENT INSTRUMENTS
& ASSESSMENT CENTERS (HRM)**

Day : Wednesday
Date : 22/05/2019

Time : 02.00 PM TO 05.00 PM
Max. Marks: 100

S-2019-2305

N.B.

- 1) Attempt **ANY FOUR** questions from Section – I and **ANY TWO** questions from Section – II.
- 2) Answer to both the sections should be written in **SAME** Answer book.
- 3) Figures to the right indicate **FULL** marks.

SECTION – I

- Q.1** State key features for having a full fledge assessment center, and also give a rough idea for financial budget for its set up in your unit. [15]
- Q.2** In a full fledged machine shop for engineering concern your CEO noticed absence of group skill improvement? State what are key areas for group skill improvement and how it can be achieved? [15]
- Q.3** How one can ensure reliability of an internally developed test for measuring mechanical aptitude and how it can be validated? [15]
- Q.4** What is Transactional Analysis? What are its advantages as well as limitations for an IT organization? [15]
- Q.5** How one can improve substantially existing organizational culture and atmosphere in a unit as it is required to handle recently received very large export order. [15]
- Q.6** Write short notes on **ANY TWO** of the following: [15]
- a) PE Scale
 - b) Finger Dexterity
 - c) Management improvement

SECTION – II

- Q.7** Prepare an explanatory note to all departments on your proposal for use of various tests and impressing on them its necessity and utility for your organization. [20]
- Q.8** Explain key features of the Theory X and Theory Y. How you can use these theories for betterment of organizational excellence. [20]
- Q.9** Design a clerical test for assessing required skills for the post of Assistant in a Commercial Department of a large scale FMCG Company. [20]

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