

**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) : WINTER - 2017**

**SUBJECT: ELECTIVE -VI HUMANRESOURCE DEVELOPMENT INSTRUMENTS &
ASSESSMENT CENTERS (HRM)**

Day : **Wednesday**
Date : **13/12/2017**

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

W-2017-1812

N.B.:

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

SECTION-I

- Q.1** Define ‘Assessment center’. Explain the importance of assessment center for performance appraisal of the employee. **(15)**
- Q.2** Explain in detail any three methods of employee assessment that are used in assessment center. **(15)**
- Q.3** Identify the principles of test construction with suitable examples. **(15)**
- Q.4** Discuss application of assessment center method for organizational development. **(15)**
- Q.5** Write short notes on **ANY THREE** of the following: **(15)**
- a) Thematic appreciation test (TAT)
 - b) Management games
 - c) Ego states in Transactional Analysis
 - d) Methods of Team building

SECTION-II

- Q.6** How will you assess the personality an employee? Explain cattel’s 16 PF Test in detail. **(20)**
- Q.7** Outline the process of assessment of leadership style in detail in any of the organizations. **(20)**
- Q.8** Draft the plan for understanding the organizational climate and culture and usage of various methods assessment of the same in any company of your choice. **(20)**

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