

**M.B.A.(HR) SEM-III (2016 COURSE) CBCS : WINTER -
2017**

**SUBJECT : HUMAN RESOURCE MANAGEMENT 2) HUMAN RESOURCE
DEVELOPMENT INSTRUMENTS**

Day : **Wednesday**
Date : **15/11/2017**

Time **10.00 AM TO 01.00 PM**
Max. Marks : 60

W-2017-1741

N.B.

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

SECTION-I

- Q.1** State the meaning of Assessment center. Explain its need and usage in present business organizations. [10]
- Q.2** Indicate various psychological preferences and decision making styles stated in MBTI test. [10]
- Q.3** Explain the meaning of reliability and validity of a test quoting some examples. [10]
- Q.4** What are characteristics of organizational culture? Compare functional and dysfunctional effects of organizational culture. [10]
- Q.5** Write short notes on **ANY TWO** : [10]
- a) Finger Dexterity test
 - b) Types of OD interventions
 - c) Do's and Don't in test administration

SECTION - II

- Q.6** You are recruiting a batch of sales executives. Which techniques and methods will you choose to understand their inter-personal orientation? Why? [15]
- Q.7** Elucidate various methods of understanding organizational culture and atmosphere. [15]
- Q.8** "A learning organization has ability to adapt new technical processes and progress well" – Critically examine the statement. [15]

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