

**CDOE**  
**MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS-2019 COURSE)**  
**M.B.A. (H.R.) SEM - III : WINTER :- 2021**  
**SUBJECT: HUMAN RESOURCE DEVELOPMENT INSTRUMENTS**

**Day : Monday**  
**Date 21-03-2022**

**W-22120-2021**

**Time : 10:00 AM-01:00 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) Answers to Both the sections to be written in SEPARATE answer books.
  - 4) Draw a labeled diagram WHEREVER necessary.
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**SECTION - I**

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

Elaborate on the concept of assessment center and principles of its implementation as strategic tool.

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

Explain the steps involved in the assessment of the employee with illustrations.

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

What are the basic assumption of Theory-X and Theory-Y? How do they explain the motivation of an individual employee?

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

Discuss in detail the use of PE scale in understanding the organization's climate & atmosphere.

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

- a) Need of Individual interventions
- b) Advantages of tests in performance assessment
- c) Types of Reliability

**SECTION - II**

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

"Assessment center significantly contributes identification of learning needs of individual employee" – State your opinion with examples.

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

Assume the position of a consultant hired for organization development for a small privately held technology company. List out various external and internal forces influencing the change on the assumed company.

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

Suggest various interventions to be adopted to develop leadership skills of potential managers in your company.

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