

CDOE
MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS - 2020 COURSE)
M.B.A. (H.R.) Sem-III : WINTER :- 2021
SUBJECT: HRD INSTRUMENTS

Day : Wednesday
Date 23-03-2022

W-23012-2021

Time : 10:00 AM-12:00 PM
Max. Marks: 50

N.B.

- 1) Attempt **ANY THREE** questions from Section – I.
 - 2) Attempt **ANY TWO** questions from Section – II.
 - 3) Figures to the **RIGHT** indicate **FULL** marks.
 - 4) Answers to both the sections should be written in **SAME** answer book.
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SECTION – I

- Q.1** Provide two definitions of assessment centers. Explain the growth of assessment centers and its use. (10)
- Q.2** What are different ego states in Transactional Analysis? Explain using the suitable example. (10)
- Q.3** Discuss the principles of test construction with reference to assessment of an individual. (10)
- Q.4** What are four quadrants of Johari Window? Illustrate in detail each of these quadrants. (10)
- Q.5** Write short notes on **ANY TWO** of the following (10)
- a) Advantages of instrument
 - b) Ethical issues in assessment
 - c) SPIRO-C assessment

SECTION – II

- Q.6** Which test / instrument you would use for understanding organisational climate? Why? (10)
- Q.7** 'OD interventions are specifically designed to improve organizational performance.' State your arguments to support this statement. (10)
- Q.8** What are the assumptions of Theory X and Theory Y? How these theories reveal the analysis of leadership and behaviour of the people. (10)
