

M.A. IN PSYCHOLOGY (MAPC)

Term-End Examination

December, 2013

**MPCE-032 : HUMAN RESOURCE
DEVELOPMENT**

Time : 2 hours

Maximum Marks : 50

Note : *Attempt any five questions. Each question is to be answered in about 500 words. All questions carry equal marks.*

1. Discuss the importance of talent inventory and work force forecast in HR planning. **10**
2. What are the different ways of bench marking the HR practices ? Elucidate the factors that affect the behaviour of people in organization. **2+8=10**
3. What are the different short term training programmes used in HR planning ? Describe the meaning and significance of ' Assertiveness' training and ' Interpersonal ' training in organization. **5+5=10**
4. Write short notes on the following : **5+5=10**
 - (a) Big five personality traits
 - (b) Creativity in organization

5. A boss always came late in the department and was always angry on his subordinates. If you were given an opportunity to control his attitude, what would you do help him to manage his time and anger as well ? 10
6. What are the different behavioural methods used for training the employees of an organisation ? 10
7. Discuss critically the multicultural organisation focussing on the characteristic features and stages of creating such an organization ? 10
8. Discuss the various methods of Performance Appraisal in an organisation. 10
9. What do you understand by the term ' work place discrimination' ? What are the different laws against work place violence and harrassment ? 3+7=10
10. Write short notes on **any two** of the following in about 250 words each : 5+5=10
- (a) Competency Mapping
 - (b) Corporate Counselling
 - (c) Human Rights
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