

TS-07

Tourism Studies (C.T.S./ D.T.S. and B.T.S. Online)

HUMAN RESOURCE DEVELOPMENT

Time: 3 Hours

Maximum Marks: 100

Note: This paper consists of three parts A, Band C. Attempt all parts as per instructions contained therein.

Section A (Short Answer Type)(5x4=20)

Note: Answer any Five questions. All carry equal marks.

1. Define Human Resource Planning? Briefly explain the major activities of manpower planning.
2. List the advantages of Point Rating Methods of job evaluation.
3. What do you understand by sexual harassment?
4. What are the objectives of labour welfare?
5. Distinguish between dismissal and discharge
6. What is Placement? How it is different from Induction.
7. Define Job Description? Briefly explain uses of Job Description.

Section B (Medium Answer Type) (5x10=50)

Note: Answer any Five questions. All carry equal marks.

1. Define Job Evaluation? Explain the basic assumptions in job evaluation.
2. Define Recruitment? Explain the recruitment process.
3. Define Training? Explain the need and benefits of training.
4. What is Career Planning? List the limitations of career planning.

5. What is Counselling? Explain directive, non-directive and participative counselling.
6. What is 'Transfer? Explain the need of transfer policy in an organization.
7. What are the various components of pay structure? Explain each component in detail.

Section C (Short Answer Type) (2x15=30)

Note: Answer any Two questions. All carry equal 12 marks.

1. 1. Define motivation? Explain Maslow's theory of hierarchy of human needs.
2. What is Performance Appraisal? List the various methods of performance appraisal and explain Behavioral Anchored Rating Scales.
3. Write a note on:
  - a. The Maternity Benefit Act, 1961
  - b. HRD for Service Sectors
  - c. Grievance Handling Procedure