

**POST GRADUATE DIPLOMA IN SCHOOL  
LEADERSHIP AND MANAGEMENT (PGDSLM)**

**Term-End Examination**

**December, 2010**

**MES-005 : HUMAN RESOURCE  
DEVELOPMENT**

*Time : 3 hours*

*Maximum weightage : 70%*

- Note :** (i) *Answer questions 1, 2 and 4 in about 600 words each and each part of Q. No. 3 in 150 words.*  
(ii) *All questions are compulsory and carry equal weightage.*

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1. Discuss the process of helping relationship in your school with reference to the following elements :
- (a) the task
  - (b) the helper
  - (c) the receiver
  - (d) the feedback
  - (e) the psychological climate

**OR**

Discuss the criteria for effective communication.  
What is the role of feedback in checking the effectiveness of communication ?

2. What should be the major concerns while designing a staff development programme for secondary math teachers ? Discuss the implications of staff development programme on school improvement.

OR

Explain with suitable examples how you will use expectancy, equity and job enrichment as a framework for staff motivation.

3. Attempt *any four* of the following questions in about *150 words* each.
- (a) Describe the characteristics of different power bases (roots). Which of them is suitable for school leadership and why ?
  - (b) Discuss the strategies you would use to identify the needs of the staff.
  - (c) What strategies you will adopt to minimize organizational stress in your school ?
  - (d) Discuss the different ways to manage work distribution when the timetable is disturbed.
  - (e) It is important to have a good orientation programme for the school staff. Why ?
  - (f) Discuss the importance of performance management system in staff retention.
4. Why should a head teacher undertake job analysis in school ? Develop a job description for a head teacher for a senior secondary school.