

**Post Graduate Diploma in School
Leadership and Mangement (PGDSLML)**

Term-End Examination

June, 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. An effective induction programme is the characteristic of a healthy organisational climate. Why ? Discuss the significant aspects of an induction programme.

OR

How is collaborative systems of performance management different from supervision ? Which of the two is more effective and why ?

2. Explain the concept of job analysis. Discuss interview as a method for job analysis.

OR

What is the significance of staff appraisal in a school system ? Giving reasons, explain your preferred method of staff appraisal.

3. Attempt *any four* of the following questions in about 150 words each.
- (a) Describe brainstorming as a technique for identifying the training needs of your teachers.
 - (b) Discuss the implications of staff development programme on school improvement.
 - (c) Which method would you employ for electing a science faculty for secondary school ? Why ?
 - (d) Explain the following terms with suitable examples from your school context :
 - (i) Complementary transaction
 - (ii) Crossed transaction
 - (iii) Ulterior transaction
 - (e) How will you use job enrichment as a framework for teacher motivation ?
 - (f) Why is supervision considered a necessary function of a head teacher ?
4. Discuss the importance of the task of need identification for a head teacher. Prepare a work force plan for you school.
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