

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

Term-End Examination

June, 2011

**MES-005 : HUMAN RESOURCE
DEVELOPMENT**

Time : 3 hours

Maximum weightage : 70%

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- Note :** (i) *All questions are compulsory.*
(ii) *All questions carry equal weightage.*
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1. Answer the following question in about 600 words.

What is needs identification ? As a head teacher, list the needs of a school and the strategies you would use for identifying the needs.

OR

Discuss the importance of induction and orientation programmes in a school system. What are the characteristics of a good orientation programme for newly recruited teachers ?

2. Answer the following question in about **600** words.

Discuss the role of motivation in the performance of tasks of a head teacher. Discuss the factors that influence motivation.

OR

Mention different approaches of studying personality. Discuss the role of family and parenting styles in the development of personality of an individual with the help of examples.

3. Answer *any four* of the following questions in about **150** words each.

- (a) What is the difference between democratic and developmental approach to supervision ?
- (b) According to transactional analysis approach, what is the meaning of ego states ? Name the ego states our personalities are made up of.
- (c) Discuss any two strategies of coping with stress.
- (d) Describe the purpose of 'job analysis'. How can it enhance the efficiency of the school system ?

- (e) Briefly mention the criteria that should be observed for asking questions while recruiting teachers for the school ?
- (f) Discuss the basis of a sound staff appraisal system.

4. Answer the following question in about 600 words.

What do you understand by the term 'transformational leadership' ? As a transformative leader in school, how will you pursue the following goals :

- helping staff development and maintaining a professional school culture ; and
 - helping teachers to solve their problems more effectively.
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