**TU/ CODL**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING) 2019**

**DHR201: HUMAN RESOURCE DEVELOPMENT**

Time: **3 Hours** Total Marks: **70**

*The figures in the right-hand margin indicate marks for the individual question.*

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1. Choose the True/False: 1x2=2

a) Formative evaluation of training takes place after the training

program has occurred.

b) In focused groups, the facilitator leads a small group of people in a

structured discussion.

1. Match the following 1x6= 6
2. On-the-job a) Vestibule Training
3. Simulation b) Daniel Stufflebeam
4. Sensitivity Training c) Goal based Model
5. Off-the-job d) T-Group
6. CIPP e) Committee Assignments
7. Guskey’s Critical Levels f) Gaming
8. Choose the correct answer from the following: 1x2=2

a) TVS stands for

1. Training Value Scheme
2. Trainee Valuation System
3. Trainer Valuation System
4. Training Valuation System

b) \_\_\_\_\_\_\_\_\_\_\_\_\_\_ is a set up where real job conditions are created and

experts trainers train the new employee

1. Case studies
2. Programmed instructions
3. Audio visual technique
4. Vestibule Training
5. Write down Jack Phillips Return on Investment formula. 2

**P.T.O**.

1. Define human resource planning. 2
2. Answer **any four** ofthe following questions within 100 words:5x4= 20
3. What are the principles of good training policy?
4. What is synchronous training?
5. What is the difference between computer based training and web based training?
6. In what ways E-Training is a unique training program in comparison to other training programs?
7. Explain transactional analysis.
8. What is succession planning?
9. Answer **any three** of the following questions within 500 words:12x3=36
10. ‘’In order to identify training needs, the gap between the existing and required knowledge, skill, performance and aptitudes should be specified’’. How can an organization identify training needs of its employees.
11. Briefly discuss the advantages of E-Training.
12. Discuss the process of performance appraisal. How does it help in identifying training needs of employees?
13. Briefly describe system based model of training evaluation.

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