**TU/ CODL**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING) 2020**

**DHR 201: 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. State True or False: 1x4= 4

1. The planned business needs are reactive.
2. Critical incidents are planned and foreseen events that occur in the organization.
3. There are three ego state viz child, parent and old.
4. Synchronous training is an example of E- Training.

2. Match the following: 1x5= 5

a)Orientation training i) Daily training and feedback

b)Instructional system design ii) Newly hired personnel

c) Job Instruction training iii) Apprenticeship

d)Industrial Training Institutes iv)Improving motor skills

e) Coaching v) ADDIE

3. Job Analysis is constituted of two parts viz. \_\_\_\_\_ and \_\_\_\_\_\_\_ . 1

4. Define succession planning? 2

5. Choose the correct answer from the following: 1x2= 2

1. What is the full form of KPI
2. Known Performance Indicator
3. Key Performance Indicator
4. Key Preference Indicator
5. Key Performance Initiator
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_ is a set up where real job conditions are created and expert trainers train the new employee
7. Case studies
8. Programmed instructions
9. Audio visual technique
10. Vestibule Training

**P.T.O.**

6. Answer **any four** of the following questions within 100 words.

5x4= 20

1. What are the objectives of training policy?
2. What are the different types of outdoor training?
3. What is the difference between formal and informal training? Give example.
4. What are the different stages in writing job description?
5. How Management Information System(MIS) helps in identifying training needs of employees?

7. Answer **any three** of the following questions within 500 words.

12x3=36

1. What are the major approaches to investigate performance gap? Explain.
2. Briefly explain ADDIE model in designing a training program.
3. Explain the advantages of E-Training.
4. Explain different types of On-The-Job training.
5. Explain the various types of interview to collect data.

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