

KRISHNA KANTA HANDIQUI STATE OPEN UNIVERSITY

PGDHRM 2nd Sem. Examination, 2015

Paper Code: PGDHRM 08

Paper : Human Resource Development

Time: 3 hours Maximum marks: 80

The figures in the margin indicate full marks for the questions

- 1 Answer any five questions from the following $2 \times 5 = 10$
- State two benefits of performance appraisal.
 - State the meaning of wage differential.
 - What is pension plan?
 - Explain the difference between CRS and VRS.
 - Explain case study method.
 - State any two cognitive methods of training.
 - What is sick leave?
- 2 Answer any three questions from the following $4 \times 3 = 12$
- Explain why growth of employee and that of organization are interlinked with each other.
 - What is meant by self-auditing? Explain with an example.
 - What are the differences in traditional and modern compensation systems.
 - What are the objectives of organization in providing benefits and services to the employees?
 - Discuss the role of HR function in implementation of strategy.
- 3 Answer any three questions from the following $6 \times 3 = 18$
- Explain computer-based training methods and its justification. State three benefits of CBT.
 - Explain 360 degree performance appraisal method and state its advantage and limitations.

- How is executive remuneration fixed in Indian organization?
 - Explain the procedures of granting sick leave.
 - What are the objectives of HR research?
- 4 Answer any four questions from the following $10 \times 4 = 40$
- Distinguish between on-the-job and off-the-job training and their significance.
 - Describe the components of executive remuneration. Why executives are paid more?
 - List all the traditional methods of performance appraisal and describe any two of them.
 - What do you understand by labour welfare? Which organizations in India are engaged in labour welfare work?
 - Discuss some important methods of career planning.
 - Explain in brief the techniques employed in HR research.