

HUMAN RESOURCE DEVELOPMENT & TRAINING DEVELOPMENT Copy



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Short Description

HUMAN RESOURCE DEVELOPMENT & TRAINING

Description

Multiple choices:

1) Who used the term 'Intellectual Capital' for the first time?

1. Alvin Toffler
2. Tseng and Jiao
3. J K Galbraith
4. Rouibah and Ould-al

2) Organizational behavior is a:

- 1. Micro perspective**
- 2. Macro perspective**
- 3. Neo perspective**
- 4. Latent perspective**

3) Ethics in H R Development means:

- 1. Accepted behavior**
- 2. Rejected behavior**
- 3. Unexpected behavior**
- 4. There is no term like, in HRD**

4) What does 's' stands for in COPS for conducting a detail HR analysis?

- 1. Shell**
- 2. Swap**
- 3. System**
- 4. Site**

5) In generic HRD model, training and development lies:

- 1. At bottom level**
- 2. In middle level**
- 3. A top level**
- 4. Not a part of this model**

6) Under the development part, the instructors use to focus on:

- 1. Skills of the learner**
- 2. Process of the learner**
- 3. Concepts of the learner**
- 4. No focus**

7) Gap is:

- 1. The difference between competency model and current state**
- 2. The difference between ideal state and current state**
- 3. The difference between ideal state and competency model**
- 4. None of the above**

8) According to Hamblin there are levels at which evaluation can be made.

- 1. 3**
- 2. 4**
- 3. 5**
- 4. 7**

9) Norm reference tests are:

- 1. Tests designed to measure degree of learning**
- 2. To maximize the individual differences and for comparing them with**

externals.

- 3. To test the learner has mastered the taught one or not.**
- 4. None of the above**

10) David Kolb gave the idea that learning is a:

- 1. Linear process**
- 2. Slow process**
- 3. Unlimited process**
- 4. Circular process**

Part Two:

- 1. Explain PCMM (People Capability Maturity Model) approach for HRD.**
- 2. Write a short note on 'HRD Strategy model'.**
- 3. Explain the utility of 'Training Process Pyramid'.**
- 4. What are 'on-the-job' and 'off-the-job' techniques of training and development?**

- 1. What in your view are the central human resources issues involved in this case?**
- 2. What strategy should Mr. Tanmoy Deb develop and implement for improving the present system?**
- 3. Why a high performer like Mr. Mohan decided to leave the organization he has been long part of?**
- 4. Do you think Mr. A.P. Mohan took the right decision to leave the organization? What would you have done if you were in his shoes?**

- 1. Trace out the changing paradigm of growth. Why has human resource development assume greater importance in present time?**
- 2. Training effectiveness is crucial for the success of the training department. How will you ensure it?**

Details

- 1. Case study solved answers**
- 2. pdf/word**
- 3. Fully Solved with answers**