

Time: 2½ hrs.

Marks:75

- Note:
1. All questions are compulsory with internal options.
 2. Figures to the right indicate full marks.
 3. Draw neat diagram wherever necessary.

Q. 1 (A) Fill in the blanks with the correct answer from the alternatives given below. (Attempt any 8) (08)

- (1) Post-training evaluation involves _____ steps.
(a) 5
(b) 4
(c) 3
(d) 10
- (2) The trainee should first be given the chance to evaluate their own _____.
(a) performance
(b) competencies
(c) skills
(d) potentials
- (3) Succession planning is a _____ approach.
(a) lucid
(b) systematic
(c) strategic
(d) all of the above
- (4) The Career Development Process consists of _____ stages.
(a) 8
(b) 10
(c) 4
(d) 12
- (5) MDP is undertaken to sharpen the _____ to further the organizational goals.
(a) tasks
(b) communication
(c) skills
(d) all of the above
- (6) Giving feedback should be a _____ process.
(a) intermittent
(b) self-explanatory
(c) continuous
(d) secretive
- (7) _____ planning and talent match databases will become essential planning tools.
(a) Scenario
(b) Technical
(c) Systematic
(d) Leadership
- (8) Talent in Greek refers to _____.
(a) personality traits
(b) features
(c) innate abilities
(d) skills
- (9) Performance appraisal is also called as _____.
(a) Service Rating
(b) Structure Rating
(c) System Rating
(d) Strategy Rating
- (10) The term talent management was coined by _____.
(a) Coca Cola
(b) Pepsico
(c) McKinsey & Company
(d) All of the above

(B) State whether the following statements are true or false. (Attempt any 7) (07)

- (1) Training is a one-time activity.
- (2) Management Development is a one-time process.
- (3) The Self-Development plan is also called a Personal Development Plan.
- (4) Knowledge is not the driver of the current global economy. 144.561 mm
- (5) Counseling depends upon active listening.

- (6) Participative Counseling is counselor-centered.
- (7) Knowledge management does not contribute to economic prosperity.
- (8) Training on technical skills is like induction training.
- (9) Goals must be tangible, verifiable, and measurable.
- (10) A strategy is a plan of action.

- Q.2 (A) Distinguish between On-the-Job Training method and Off-the-Job Training method. (8)
- (B) Explain the Features of Training with examples. (7)
- OR
- Q.2 (P) Explain the Objectives of Training with examples. (8)
- (Q) Discuss the Process of Training. (7)
- Q.3 (A) Briefly Explain the steps in Succession Planning. (8)
- (B) Elaborate the Counseling Techniques for Employees. (7)
- OR
- Q.3 (P) Discuss the Model for Planned Self Development. (8)
- (Q) Explain the need for Development Programmes. (7)
- Q.4 (A) Define MDP and explain its characteristics. (8)
- (B) Explain the Objectives of MDP. (7)
- OR
- Q.4 (P) Explain the method of the Management Development Programme. (8)
- (Q) Explain the Characteristics of Management Development. (7)
- Q.5 (A) Explain the various categories of performance measurement. (8)
- (B) Write a detailed note on global talent management. (7)
- OR
- Q.5 (P) **Write short notes on (Attempt any 3)** (15)
- (1) Importance of Training
 - (2) Evaluation of MDP
 - (3) Features of Development
 - (4) Talent Management
 - (5) Importance of MDP

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