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Reg. No. :

Name :

Second Semester M.A. Examination, August 2009
PERSONNEL MANAGEMENT
PM 2.2.2 – Human Resource Management – Training and Development
(2006 admns.)

Time : 3 Hours

Max. Marks : 75

PART – A

Answer **any five** of the following. **All** carry **equal** marks. Answers need **not** exceed **300** words.

1. Do you think training and development an exclusive function of HR ? Why ?
2. Define learning. How is learning related to behavior ?
3. What are the principles of training ?
4. Bring out the essential elements of a sound training policy.
5. What are projective techniques ? How are they used in training ?
6. What is the significance of feedback in training ? How is feedback done ?
7. Briefly explain what post-appraisal counseling is.
8. Explain the scope of SHRM in India. **(5×6=30 Marks)**

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PART – B

Answer **any three** questions. **All** carry **equal** marks. Answers need **not** exceed **1500** words.

9. How is training need analysis done ? Briefly explain the various methods.
10. Explain the significance of training and development in HRM. How can effectiveness of training be measured ?
11. Make a comparison among the different performance appraisal methods used in organizations. What are the emerging trends in appraisals ?
12. Examine the significance of career planning and career development in the context of high attrition rate in organizations.
13. As an HR manager how will you implement HRIS in your organization ? What are its benefits ? **(3×15=45 Marks)**

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