



BRAINWARE UNIVERSITY

Coursework Examination 2018 – 19 (June 2019)

Programme – Doctor of Philosophy in Management

Course Name – Human Resources Development & Performance Management

Course Code –PHD-MHRDPM04

Time allotted: 4 Hours

Full Marks: 100

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group –A

(Short Answer Type Question)

10 x 1 = 10

1. *Answer the following*
 - (i) Define green human resource management.
 - (ii) Define outbound training.
 - (iii) Define Goal-theory.
 - (iv) Define work-related stress.
 - (v) Define sabbatical.
 - (vi) Define performance review.
 - (vii) Define key result areas (KRA).
 - (viii) Define Social Cognitive Theory.
 - (ix) Define halo effect.
 - (x) Define primacy versus recency effect.

Group – B

(Short Answer Type Questions)

6 x 5 = 30

Answer any *six* from the following

2. Explain the nature of organisational development interventions. 5
3. Discuss the factors that have influenced quality of work life. 5
4. Discuss the process of vestibule training. 5
5. State the Control Theory and mention its significance in performance management. 5

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| 6. | Explain the importance of mid-cycle performance review. | 5 |
| 7 | Explain the concept of key performance indicators. | 5 |
| 8 | Explain the concept of assessment center. | 5 |
| 9 | Discuss the rater's error in performance appraisal process. | 5 |

Group – C

(Long Answer Type Questions)

6 x 10 = 60

Answer any *six* from the following

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| 10. | Explain Walton's model of quality of work life. | 10 |
| 11. | Discuss various non-training methods of human resource development. | 10 |
| 12. | Discuss Kirkpatrick's model of training evaluation. | 10 |
| 13. | Discuss the strategies of individual capacity building. | 10 |
| 14. | Explain Control Theory and its application to performance management. | 10 |
| 15. | Discuss the method of performance planning evaluation process. | 10 |
| 16. | Discuss the various methods of performance appraisal of employees. | 10 |
| 17. | Explain Balanced-Score card method of organisational performance analysis. | 10 |
